Point of View By Donald L. Robinson

paigns to fix attention on minor issues. In 1988 we heard a lot ubout Willie Horton, but relatively little about the President's responsibilities in national-security affairs. In office, President Bush has had nnthing to do with paroling convicts, but twice he has taken this nation to war.

This year, we must find a way to draw the candidates into a serious discussion of how the Constitution ilivides the powers between the President and Congress to prepare for and wage

The candidates are unlikely to do it of their own vulition. President Rusti will invuke memories of war in the Persian Gulf only to recull his performance as Commander in Chief. His opponent will try to emphasize domestic is sues, on which the current Administration seems most vulnerable. If drawn into discussing national security, he will criticize the President's failure to finish off Saddam Hussein or to eliminate Panama as a way-station for the drug trade.

Thus the question of the President's war powers is unlikely to be raised, unless academics and other intellectuals insist on it. Especially since the collapse of the American effort in Vietnam, scholars have devoted a grent deal of attention to the war powers. Their writings reveal a clear consensus about the intentions of the framers of the United States Constitution, and about recent practice, which since the Korean and Vietnam Wars has increasingly departed from what the framers

The consensus of scholarly opinion is that the framers of the Constitution intended that "no one man" (in Abraham Lincoln's later phrase) should have the power to take the nation to war. In monarchies, kings had had such nuthority, but the American framers distributed it among politically independent actors. To Congress, the representative assembly, they gave the power to declare war, to raise armies, and to make rules for their use. To the President, they gava responsibility for the conduct of foreign relations (subject to consultation with the Sennte), and, as Commander in Chief, the power to direct military forces once Congress had pro-

This system kept Congress centrally involved in making national-security decisions until the middle of the 20th century. Our current predicament was foreshadowed in the 19th century when President Polk deployed armed forces to provoka wer with Mexico. Typically, however, Presidents and Congress moved jointly toward major conflicts. As Franklin D. Roosevelt realized, if Coegresa was not willing to mobilize troops, a President's hands were tied.

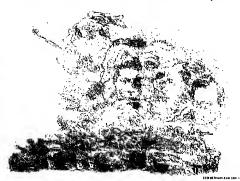
At mid-20th century, we resched a turning point. To fight the cold war, Congress for the first time in American history provided a massive stending army in peacetime. No longer dld Presidents have to ask Congress to mobilize for warfare. Thus, in Korea, in Vletnam, in Panama, and in the Persian Gulf, Presidents were able to send huge armed forces into battle on their own

Scholars soon were deploring these developments.

The historian Arthur Schlesinger, Jr., set the tone in 1973 with his magisterial history of Presidential war making, The Imperial Presidency, which focused on Presidential appropriation of power. Attorneys for the executive branch have insisted that the Supreme Court's 1936 decision in United States v. Cirriles-

Make the President's War Powers a Key Issue in the Fall Campaign

Scholars should lead debate on the constitutional question



Wright Corporation supports the President's preruga tive as Commander in Chief to make war without Congressional nuthorization. Scholars in turn have subjected Justice George Sutherland's majority opinion in that case to devastating criticism. Most recently, for exumple, the legal historian Michnel Glennon (in the spring 1991 issue of Foreign Affairs) and the anthor and journalist Theudore Draper (in the September 26, 1991, and January 30, 1992, issues of The New York Review of Books) have argued that President Bush depurted from sound constitutional doctrine in initiating the Persian

The availability of a massive stunding army has caused a fundamental shift, without formal amendment, in the practical operation of the Constitution. We can no longer depend on constitutional procedures tu guarantee that the war powers will be shared between the President and Congress. The declaration-of-war clause has become a dead letter, unenforceable by the courts. Too many exceptions have bean made, for Lincoln during the Civil War and for a succession of Presidents during the Vietnam War. In cases brought by young men claiming that they had no obligation to fight in undeclared wars, the courts found evidence of Congressional acquiescence in the wars because they passed bills appropriating money for the military.

Frustrated by its Inability to call Presidential warmaking to account, Congress passed the War Powers Resolution in 1973, over Richard M. Nixon's veto. It has not worked. Congress has repeatedly shown itself unwilling and unable to insist on being consulted in a timely fashion as the resolution requires, and the courts have been unwilling to enforce its provisions. Not unreasonably, the courts have held that the war powers are distributed by the Constitution between Congress and the President, that Congresa has many ways to call a President to account, and that lawsuits are an inapproprlate forum for deciding such disputes.

Seversl leading constitutional scholars, notably Louis Henkin of Columbia University and Harold Koh of Yale University, have criticized the courts for refusing to rule substantively on these challenges. New sults are pending, one brought; for example, by Rep. Ronald Dellums of California, that challenge President Bush's deployment of troops in Panama and the Persian Gulf, Eleven of the best-known professors of constitutional law at American lew schools have submitted a friend-of-the-court brief in one case. It may be that

Sir long as we have s may standing army, however, may President can effectively in that Cungress be consided fore the nution embarks on e road to war. If a President's ing the make the decision for a after consulting only his own siving visers (as President Bush diffe Iraq), we estant expect to courts or Congress to force hi consult a wider circle. Nor, ist heat of preparations for war, twider discussion.

The best insurance i ahuses of executive power no lunger the Constitution, h u President's tempera Dwight Eisenbower, for e ple, was n "consulter" by m His instincts were reinforce his memory of the price that ry Trumun paid for falling top Congress formally behind to Koreun War-his inability tosi ly support to avoid a sted # and his historically low con not ratines. Whee John Re Dulles sought to steer the Un States tuward aiding the Fes

nt Dien Hien Phu. Ike refused unless Congress Great Uritain were explicitly on board, a coudil Dulles was unable to meet.

Lyndon Johnson also remer culties over Korea. That is why he usked Coopes pass the Tonkin Gulf Resolution in 1964, John consultations, however, lacked candor, and whate ess lest confidence in the Vietnum War, Johnson his successor, Mr. Nixon, had to resort to "skee mand," using Presidential war powers to take the flict to its hitter close.

DESIDENT BUSH relied partly on United S tions resolutions in justify his drive last wur with Iraq. In some ways, this was a proising move toward international responsi ity, but it cannot substitute for our own com esses. Nor was the 11th-hour debate in the Sast in Junuary 1991 sufficient. That debate should be occurred in October, when the Bush Administra decided to prepare for military action to liberate la wait. In Mr. Bush's defense, it must be acknowledge that Congress, in the midst of its own re-elections paign, was a co-conspirator in the decision to and debate in October.

Who, then, will ruise this question during the campaign? People who have specific policy intris-(bealth care, abortion rights, trade, job creation) with cupied with those issues. The responsibility broach issues of constitutional process falls to intell tuals, who have tha time, the historical perspects and the sense of how we might suffer in the future it. fail to preserve and honor the framers' letent that the be informed national debate hefore we embark and road to war.

Democratic constitutionalism is a fundamental When nutionalist passions are boiling, it is 10 ways politically expedient for members of Congress adhere strictly to the processes established by framers. That is why it is the special respons intellectuals, in the press and in colleges and unit ties, to insist on it. The viability of the Constitute framework for democratic governance of a moderal perpower depends on our willingness to meet his

Donald L. Robinson is professor of gover American studies at Smith College.

THE CHRONICLE

of Higher Education.

April 29, 1992 • \$2.75 Volume XXXVIII. Number 31

Ouote, Unquote

News Summary: Page A3

"The Holy Grail has been found."

"These kinds of academie truths grow better in the daylight. They don't grow well in the dark." An accused professor, on open hearings into respect fraud: A1

"What has happened is that most of the people occused of misconduct and fraud are big. entrepreneurial scientists.

The Administration is opposed to taking life hard for these people. Head of the Netional Coalition

They feed on each other and erond to each other. And all the while, I keep lonking at the ews and what I see is white men in An English professor, on ecadamic feminists: A15

"My critique flows from a me increasingly annuyed by ng of prosperous newdem who like to pretend that they are something else." A protessor of history, on the linguistic laft: A40

"Diversity is more than jost a game of numbers or game of numbers of political expediency." n edministrator at Colorado State U., on rethinking the cultures of disciplinas: B1

We have to live modestly. But I realize that, being a newcomer, I have to start small. I've otten ased to restricting myself A Soviet émigré, on her insbitity to find work in issael: A1

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'I LIKE TO GO TO WORK'

For Academic Emigrés From Former Soviet Union, Their Life in Israel Becomes One Long Job Search

By HERBERT M. WATZMAN

Each morning Alexander Kaminsky. until nine months ago a professor of ea-gineering at the Timiryazev Agricultural Academy in Moseow, takes the bus from un outlying Jerusalem neighborbond to the center of town. There, in a small workshop, he frames pictures for

\$2.50 an hour. He says he is happy.
"I like to go to wurk," he says. "It's important to work, no matter what it

But, he quickly adds, he has no hope of being a professor here. "My Hebrew just isn't good enough," he says. His English also is rudimentary, and his age, 55, is a liability-most Israeli agencies and businesses refuse even to consider taking on anyone that age.

Still, Mr. Kaminsky says he has "a good attitude" about his situatiun. "I hope that I'll eventually be able to find work in research or as nn engineer," he snys. "In the meantime, there are plenty of odd jobs in Jerusalem."

Low Expectation

Mr. Kaminsky's surprising optimism s not uncommon among the approximately 6,000 researchers and neademics who have come to Israel from the Soviet Union and its successor states since the latest wave of immigration began in November 1989. Their expectaions ere low, end many of them seem to

Continued on Page A33

Scientists Begin to Question Confidentiality of Fraud Investigations

By DAVID L. WHEELER

An uausual dispute between a researcher accused of scientific misconduct and the university that is investigating him has prompted a new debate about the traditionally secret nature of arings on research fraud.

Devid Bykovsky, once e plasme physicist in the Soviet Union, now halps scient find jobs in Israst "Giving advica is assy, but it dasen't help much."

Two scientists have accused Herbert L. Needleman, s profes sor of psychietry at the University of Pittsburgh, of misrepresenting data in a landmark 1979 paper on the effect of exposure to lead on children's intelligence. Dr. Needleman has fought the university's effort to keep its investigation of the research coafidential.

In March, Dr. Needleman sued the university to open a hearing that administrators said they wanted beld in private. The suit, which also concerns other issues related to the investigation, is still pending. The hearing, held this mouth by a university panel reviewing the case, was opened up to the public.

"These kinds of scademic truths grow better in the daylight, Dr. Needleman says. "They don't grow well in the dark."

In the past, the prevailing wisdom among scientists was thet even a hint of fraud charges whispered in departmental hallways or at scientific meetings was enough to end a research career. That view has led to calls for increased confidentiality in both university ty and government investigations of fraud.

At least e few observers now wonder if that approach may be misguided. A better way to increase public confidence in science



coused Pitt's Harbert L. Needlaman (in alinic). He appleuds the openess of the haerieg in his case.



TOO MUCH NIETZSCHE?

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scholarship

SHOULD FRAUD INVESTIGATIONS BE PUBLIC?

• An unusual dispute at the U, of Pittsburgh has prompted debate about the secrecy that traditionally surrounds ellegations of scientific misconduct: A1

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They are fouring as never before, prompting a debate
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The politics of academe's cultural radionls are narrowly chiest and overly intellectual. Point of View: A40 RETHINKING THE CULTURES OF OISCIPLINES Professors need to accept eth nic and racial diversity in

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CLINTON'S EDUCATION RECORD

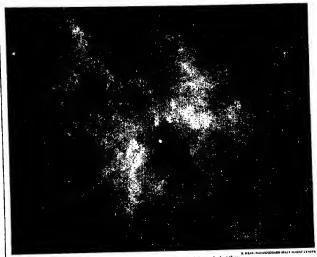
Since recapturing the Arkansas Governor's office in 1983, he has made education the central focus of his administration: A23

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An appeals court won't reconsider a decision that could
make it difficult for public colleges to offer minority
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ROUND 2 IN THE ACCREDITATION WAR Next week will see the first review, since the Middle

States controversy broke more than a yeer ago, of on accrediting group with a similar diversity policy: A24

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House bills to reauthorize the NIH: A25



Scientiats using the Hubbie Space Telescope have obtained the first cleer picture of what they say is the hottest known star, burning at a temperature some 33 times that of the sun: A10

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A gless-manufacturing company has piedged \$30-million to the university for a new economics institute: A28

Houston lewyer gives U. of Texas System \$13-million: A28 Alumnus gives \$4-million to U. of lowe: A28 Srown hopes to relse \$450-million in capital campaign: A28 Foundation grants; gifts and bequasts: A28

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It says that he did not commit intentional violations as
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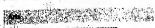
LOW EXPECTATIONS IN ISRAEL

Academics who immigrated to I srael from the Soviet

Union find it is hard to get work in their fields: A I

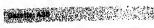
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THE LEDGER ART OF AMERICAN INDIANS
Drawings in a collection at the U. of Oklahoma portray
lives and rituals through pictographs—simple images of
people, onlinats, weapons, and tepees: B5

Yellow Kid' drawings are uncovered at Syracuse U.: A5





MARGINALIA

The newsletter of the University of Connecticut chapter of the Ameri Association of University Professors quotes a candidate for chepter presi

"During the present crisis our chapter must descend the interest of oll bergaining unit members and up iuld UCnnn's reputation. . .

You're sure that's the way to do it?

Heedline in The Dally Egyptian the student newspaper at Suuthern Illinois University

DINNES CONCESTS TO FEATURE FOOD OF PAST IS YEARS We hote leftovers.

Memorandum from e deon of the University of South Carolina at Co-

"The wrong January 9, 1992, re-port from the College Curriculum Committee was enclosed with the agenda. Please repince the attached report concerning cultural awareness requirement in lieu of the other Jenuary 9. 1992, memorandum.

"We apologize for the inadvertent

As opposed to the purposeful

We've mislaid the source of the flier from which this message was

> HELP US TO ENO SUFFRACE! JOIN AMNESTY

Notice in The Green Sheet, a newslettor at the College of Du Page:
'The Inservice Development for

Administrators Committee, in con-junction with Health Services, will offer training in cra (cardiopulmo nory resuscitation), the Heimlich maneuver, rescue breathing and the unconscious choking victim....

"Each participant will be issued own individuol mouth pleces and lungs," They'il come in hundy.

From the illorida State University's Florida Flambeau:

"The ACC's top-five teems (Duke Florido State, North Corolino, Georgla Tech and Virginia) can boast of ice records at or above 500a mark that virtually assures invito os to the NCAA Tournament. So the automatic bid that goes with a victory this weekend will likely go to a squod that's already been assured o

"But as they say, onything can

happen."
That's enough.

In Brief

Rutgers faces suit over privacy issue

TRENTON, N.J.-Six CUITE ond former students sued Rutgers University in federal court last week, claiming that the institution violates students' privocy rights by misusing their Social Security The students contend that the

university collects lists of Social Security numbers without informto disclose them. The suit claims that the university's practice is illegal under the federal Privacy Act of 1974. The students claim that the university has been care allowing them to be used on clas-The suit, which is scheduled for

a hearing next month, asks the court to ber the university from further use of the numbers. A uniwas concerned obout safeguard-

Harvard's drum to get its boom back

CAMERIGOR, MASS.—The Big warped and its sound has deterio-Bass Drum of the Harvard Uni-



Steel-bridge contest

tests student engineers

students frum six Midwest uniersities competed at the Univer-

city of Missouri's compas here to

Teoms of up to xix undergrada

uction cost, and other fac-

senior at the University of Mis-

souri, helped ossemble the bridge

he hest model steel bridge

Abortion foes design 'place of mourning'

CINCINNATE—A student organi- | soys are performed in the U.S. versity spokesman said Rutgers | zation at the University of Cincinnnti that opposes abortion erected ing the numbers, but did not con- 2,200 crosses and Stars of Dovid the display was intended to "cresider itself in government agency on the eampus to symbolize one subject to the privacy act.

each day. Juckie Hough, presi-dent of Students for Life, said that

u place of protest." A mis spokesman said about 35 feats menibers had registered their area residents had telephor

ROLLA, MD.—Civil-engineering e who could design and build ites and eraduates from each institution spent several munths decloping pinns and constructing odels. The 20-fuet hridges were udged for their strength, weight. David Vollenveider (right), u

try. The event was spon the American Society of Con gineers and the American in that proved to be the winning en-

cause of the city's under

The move affected short a

faculty and staff members at 3,500 students in business let

and the liberal arts. It is are

able to move classes back to

neodemic year in Jose

main campus by the end of b

DePaul U. moves classes after flood

CHICAGO-DeFaul University moved classes for about haif of its students to a downtown building after two of the university's classroom buildings were closed be-

Correction

Because of Incorrect infurmation supplied by the U.S. De-partment of Education, a table warped and its sound has deteriorated. A Californio compony will restore the drum without chorge. The band, with the belief wi bass Drain or the flavour of the control of the con The cowhide of the drum, which was made in 1955, is imaded \$4,000 in shipping costs.

black, 6.5 per cent; Hist per ceot; white, 86.8 per cent,

foreign, 1.0 per cent.

At Flint, enrollment was 6th and the distribution by nor re of follows: American India, I per cent; Asian, I.I per ces

ORPOLE, VA.-Protests at Vir- | parking lot. It would cut through o

ne intended work site of con-tinction crews who were to begin siding the road last week. The Teatmellon was postponed for at stal a day. move a proposed mai area from its original locotion in

"Yellow Kid" comic

uncovered at Syracuse U.

SYRACUSE, N.Y. — Syracuse University's Bird Library hes made a rare find of the comical While indexing library materi-

als, a staff member found | 1 origi-

253 students arrested in a sit-in at Brown U.

PROVIDENCE, R.I.—Police ar-sested 253 Brown University etudents last week after they occuded the campus admin ding to demand that the university adopt an admissions pol cy that does not consider atu-dents ability to pay.

The students were charged with five state misdemeanors, which carry penalties of up to \$500 or eix months in juil or both, according to Robert A. Reichley, executivvice-president of the university Brown rejects come students for admission because of their in-

shility to afford its \$23,000 fee stern said the university should raise more money for fi

nai drawings of what is believed to be the first recurring comic-strip character in America, "The Yellow Kid." The drowings were art of a collection of books and nagazines doneted to Syracuse in the late 1960's, but they had been

Drawn by Richard Feiton Outcault, the character's prototype first appeared in 1895 in the newe-Hogan's Alley." But after a news paper tested a new yellow ink on the haid heady-eved character's

The Yellow Kid" (below). Ir 1897, the character was featured in a comic book recognized by historiona as the first ever.





Students protest road through forest

slois Wesleyan College have de-layed the construction of a new campus road that opponeous say will damage a 100-year-old forest. As many as 60 students atood in the intended work site of con-struction crews who were to begin

he road is to be part of a complex of three residence halla and a the middle of the forest.

of beech trees. Above, Krista McDonough, president of the Student Ecological Awareness League, walks through the forest.

Airline Watchdog Is Fly-By-Night (and Day) Scholar



Brant D. Bowen: "We're not trying to get across that particular sirilnes are not as good as others, but that there are massurable differences."

'World'e Air Capital'

roll out of those plants.

money from eirlines:

about 35 graduate reses

The university has token ndvan-

tage of that situation to draw feder-

al, stote, end corporate money to the National Institute for Aviation

Research. The facility was com-

stitute does not, however, receive

tents in the fields of aviotico man-

agement, safety research, basic and

epplied research, and technology

The AQR. Mr. Bowen says, helps consumers thoosa better curriers and helps airlines understand what they need to do to improve their

brings to low-scoring nirilnes.
"Wa'ra not trying to get across

that particular airlines are oot as

good na othera, but that there are mensurable differences," he says.

The AQR, now lo its second year, is bosed on a weighted average of 19 factors that Mr. Boweo, along with

associates Dean E. Heedley and

Jacqueliae R. Luedtke, think is a

the quality of service airlines offer.

£ -

appliestion. It also offers joint apciotments to about 60 foculty

embers at the university.

By TACK GOODMAN

It hos taken Brent D. Bowen six hours longer than he expected to fly from Wichita to Weshington. First his flight was rerouted due to fog. Later on airline agent treated him rudely and suspected him of lying to get o first-class scal.

Por most people a similar experience would be a nightmare best for-gotten. But for Mr. Bowen, an ostnnt professor of business at work. Mr. Bowen is director of the Center for Avistion Management Research at Wichita'a Notional Institute for Aviation Research.

"It's a perfect exemple of why you have to give quelity service," he snys. "You don't know who

you're going to upset."

In this case, United Airlines upset o man who has spent the last pleted in 1990 through n combina-tion of \$8-million in Congressional four years studying the aviction industry and developing an index of enrmarks and contributions from the local aviation industry. The inthe quality of service provided by the major American cerriers.

Were It Not for His Eyesight . . .

The institute employs about 20 full-tima researchera as well as Mr. Bowen's interest in aviation runs deep. He once ran a flight-instruction company and is liceosed to fly just about nnything with wings from a two scoter to n comwings - from a two seoter to n com-mercial let. If it were not for his 20/ mercial jet. If it were not for its sor 200 vision, he might be flying for an airlibe, not onlyzing its perform-ince. Although ho has been forced to irade his leather pilot's jacket for in academic's blue blazer, Mr. Bowdn btill: wears avision plasses ond keeps his wings a member aftip pin from the aviation fraternity

ratings. Indeed, to spite of his less-inarplassant experience on Unit-ed, Mr. Bowed tries to ploy down the negative publicity the ranking Alpha Eta Rho—on his lapel.

He recently came to Washington to announce the release of thio year's Airline Quality Rating and to chair, along with two of his col-leagues, the first annual internaional Forum on Airline Quality.

The ideo for the AQR, as it io koown, came from David S. Webster, one of Mr. Bowen's Ph.D. advisers and an education professor at Oklahoma State University. In 1986, Mr. Webster published Academic Quality Rankings of Ameri-can Colleges and Universities, In

Ail the data for the ratings come which he concluded that, os Churfrom published sources, muny of chill said about democracy, "qualithem from the Department of ty rankings are the worst device for Transportation, and no use is made comparing the quality of American of consumer opinion polts.
The factors that make up the AQR colleges and universities, except

ange from on-time performance and number of accidents, which are weighted most heavily, to the aver-Wichita State applies the concept age age of the airline's fleet and the to aviotion. Although Wichita is not an international transportation hub, financial etability of the company.

The biggest criticism of the AQR it calle itself the "oir capitol of the world," partly because it serves as is that the weight assigned to each the home of the Beech, Cessnn, and of the 19 foctors is, as the report states, the result of n survey of 65 Leorjet corporations, us well us a "cirline industry experts" who Boeing factory. Over 50 per cent of the world's general aviation aircraft gave their opinions of "what consumere would rate as importent.

"It's admirable that they're try-ing to make it non-biased, but it's still subjective to put a weight on each of the 19 categories, soys Micheel Mitchell, a public-relations representative for America West,

American in the Load

Christopher Witkowski, the director of the Aviation Consume Action Project, which is affiliated with the lobbying group Public Citizen, says the AQA "is n great idea," but that government doin are "not quite accurate or reliable" because many consumers only register complainte with a specific drine, not

with the government.

Still, the release of the AQR generated considerable publicity this year. Hundreds of newspapers ran articles. Airlines that scored well took out full-page ads to bosst of their rankings. Mr. Bowen says the publicity "helped ue become an au-thority in the nirilne industry."

This year, like lost year, the olr-line with the highest rating was Amarican, United came in fourth, ofter Southwest and Delta. Trans World Airlines was at the bottom of the ranking of the nine carriers.

With the conference over, United geta enother chance to redeem itself. But various delays cause the trio to miss their connecting flight In Chicago and arrive home four hours later than plonned. "It was quite nn ordeal," Mr. Bowen says. "It really ticked us off."



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Two out of three thumbs are up for Ollver Stone's "JFK" in the new lasue of "The American Historical Review.

Out just last week, the journal offers three scholars' assessments of one of the most controversisi films of 1991, inoking at the movie as a cultural text, at the questions it raises about the assassination, and at its success as a depiction of history.

'Contrary to what some would

like to believe, it is surprisingly accurate," writes Mnrcus Raskin, a founder of the Institute for Policy Studies in Washington and a member of the staff of President Kennedy's Nutional Security Council. 'On the complex question the film holds its own against the Warren Commissio

Whatever its flaws," writes Robert A. Rosenstone, a professor of history at the California Institute of Tee hnology who has taken part in the production of several historical films, "JFK has to be smong the most important works of American history ever tn appenr on the

The third thumb is neither up nor down, but in some neutral territory--if Siskel and Ebert will allow such s eategory. Michael Rogin, s professor of political science at the University of Californis at Berkeley who is doing research on racial crossdressing and ethnic assimilation in films, soys JPK stands at the confluence of two developments that came together with the election of Ronald Reagan to the White House: conspiracy, and the confusion between politics and the fictionmaking visual media."

He could float like a butterfly and sting like a bee. He also ehallenged American conceptions about black men since he first raised his gloves in

victory iraide the boxing ring.

Muhammad Ali is a pivotal figure in 20th-century American history, according to Elliott J. Gorn, an associate professor of history at Miami University of Ohio. This month Mr. Gorn and 12 schol reviewed All's career, his politics, und the role of boxing in the nerienn psyche. The symposium "Muhammad All and American religion scholars, and physical

All lumself showed up and listeced to the papers, quietly clintting with presenters during the

Mr. Gom said the boxer's refusal to go to Vietnam when drafted and his highly publicized conversion to the Nation of Islam were politically Inspiring to a young generation of Interested in the history of populs culture and trying to understand the

Next year, Duke University Press is scheduled to publish a collection of papers from the

Scholarship



Marianna Zorza, who secused a colleague at the U. of Michigan of piagiariam "The secret nature of the process generates a greater likelihood for a cover up."



Nicholas H. Steneck, head of federal fraud panel: "Most academics appr cases and think their reputation is at stake and went to keep it private initially."

Scientists Debate Traditional Secrecy of Fraud Hearings

Dispute prompts new questions about airing of investigations

Continued From Page Al and protect the rights of those involved fraud investigations, some say, might be hold open hearings.

"Most of these cases involve extrem important issues of public policy and large sums of money, end should be puble; soys Leonard Minsky, executive dies of the National Coalition for University in the Public Interest. "When there's just review of basic science and not apple science, then you might have a case in closed proceedings for the sake of delices and discretion.

A Call for Audits

Adil E. Shamoo, a professor of biological cal chemistry at the University of May land at Baltimore and the editor of the jo nul Accountability in Research, says to secrecy surrounding many investigation works ugainst scientists who are unders

"If data audits and investigations be came routine," says Mr. Shamoo, "i would remove the mystery and end the !struction of careers."

Mr. Shumoo believes that occasion public nudits of original data by neutr third parties would prevent many scients urguments from exculating into control sies over scientific fraud.

"Hunks ore nudited all the time, most bunk presidents are not underschol of fruid and misconduct," Mr. Show

"A whispering campaign start almost immediately, and an

Investigation becomes a publi event anyway. It seems it

would be easier to have a public forum."

says. "Bank audits are over is a few of but university misconduct investigation drag on and on.

Marianne Zorza, a whistle blower ha plaginrism case at the University of Mix gan, says she is ambivalent about mike university investigations public.

On one hand, she says, open hearing would allow outside observers to check the quality of university investigations.

But, she says, open hearings might whistle blowers more reluctant to co forward with accusations. Pederal inte gative procedures and many unit allow whistle blowers to keep their hear ties secret to protect them from stacks in the accused scientists and their collection

Ms. Zorza secretly toped the unive proceedings in the case she was into in by carrying a recorder under her min from all the parties involved is legal in

Ms. Zorza has subsequently used 9 Michigan.

tapes to sue the university for what she contends was a poor investigation.

"A whispering campuign starts almost immediately, and an investigation becomes a public event anywoy," Ms. Zorzu says of her experience. "It seems it would be easier to have n public forum where both people could state views and other people could hear the evidence ond evolu-

Ms. Zorza says public hearings would allow outsiders to evaluate investigations. "As it is now," she says, "no one outside a small circle of administrators und committee members ever sees the ovidence. The secret nature of the process generates s greater likelihood for a cover up.

Change Not Immioent

Few people familiar with attitudes toward science fraud believe that a sudden switch from confidentiality to openness is imminent. The federal government, for instance, is moving in the opposite direction.

The Public Health Service, which conrains all the federal institutes that support biomedical and behavioral research, pro posed last year to end the practice of listing is the Federal Register the names of scientists found guilty of research fraud. The agency is also trying to make it a crime for anyone to leak investigative documents to reporters or others not directly involved in

People in touch with trends in fraud investigations doubt that university hearings will regularly be open to the public, of least in the near future. Nicholas H. Steneck, a professor of history ut the University of Michigan who is chairman of the Advisory Committee on Scientific Integrity for the Public Health Service, soys he helieves open hearings would often he prefcrahle, but he doesn't think that many scientists agree with him,

"I think what you have in the Needleman case," says Mr. Steneck, "is someone who has seen what hoppens when the process is private and doesn't work and doesn't want to go through that." But, he adds, "most academics approach froud cases and think their reputation is at stake and want to keep it private initially."

Jerome L. Rosenberg, a research-integ-rity officer of the University of Pittsburgh, ssys that in most of the misconduct cases he is familiar with, the accused acientists have not even wanted their close colleagues to know that an investigation was

Mixed Reviewa in Pittsburgh

Mr. Rosenberg says the university's policles call for closed hearings in part to make it easier for whistle blowers and other witnesses to testify.

"This is a scientific peer review," he says, "Members of a panel can function more effectively if they don't have to deal with the distractions of the public and the

In Dr. Needleman'a case, Mr. Rosenberg says, a vote by the faculty senate in support of an open hearing and the realization that much of the evideoce and the allegations were already public persuaded the sniversity to open this month's hearing

The hearing itself has drawn mixed reviews. Dr. Needleman says he is glad he poshed for a public session.

'It was much better having it io the Continued on Page All

Discovery of Largest, Most Ancient Structures in Cosmos Said to Confirm Big Bang' Model of Universe's Creation



This map of the cosmos illustrates the minute temperature variations in the cosmic-microwave background. Rad shows ragions that are warmer than avarage, while blue shows cooler areas.

By KIM A. McDONALD

are present today.

WASHINGTON A team of scientists has discovered the first evidence of primordist structures in the ancient fabric of the universe that, cosmologists believe, led to the development of the galaxies and clusters of galaxies that

The scientists, who announced their findings here last week at a meeting of the American Physical Society, said their data revealed minute temperature voriotions in the blanket of radiotion left over from the 'big bang," The massive explosion that is thought to have created the universe some 15 billion years ago.

The discovery of those acciant fluctua-tions came as a relief to cosmologists who long had had difficulty in explaining how the seemingly homogeneous fabric of the early universe had arranged itself into the clusters of golaxies and giant voids of space that are seen today.

"A lot of theorists were wondering if they should go out and hang themselves. said Phillip F, Schewe, a physicist at the physical society. "This finding certainly vindicates their models."

'The Holy Grail Has Been Found'

Michael Turner, a professor of astronomy and ostrophysics at the University of Chicago and one of the country's leading cosmologists, said the discovery was one of the most significant advances in astron-

"The Holy Grail has been found," he said. "It's that important. If this evidence alds up to scrutiny, it is what we've been looking for for 20 years. It confirms our ideas of how structures form."

The discovery was made ofter a painstoking computer snalysis of more than 300 million mensurements by the Cosmic Background Explorer, a sotellite lounched by the National Aeronautics and Space Administration in November 1989 specifically to measure the ancient microwave radiation from the big bang.
The team of scientists—which included

researchers from the University of Chilifornia at Berkeley, the university's Lawrence Berkeley Laboratory, and NASA's Goddard Space Flight Center in Greenbelt, Md.-compiled the date into maps of the universe that show fluctuations, or structures, in the cosmic bockground radiation on s scale 500 million light-years, or three billion trillion miles, across.

'15-Billion-Year-Old Fossils'

George P. Smoot, III, a research physicist at the Lawrence Berkeley Laboratory who headed the team, said the fluctuations were, in effect; "15-billion-year-old fossils" that were produced an instant ofter the big bang. By peering into the deepest regions of space, he said, the satellite was ble to dotect those structures as they existed 300,000 years after the big bang.

We have observed what we think are the largest and most ancient atructures in rso," said Mr. Smoot.

He added that the temperature fluctun tions within the ancient radiation ore only about 30 millionths of a degree warmer of cooler than the rest of the microwave background, which is itself extremely cold-only 2.73 degrees centigrade above absolute zero. The fluctuations are so small, he said, they are like comparing a structure an inch tall to Mount Everesi.

The size of the fluctuations discovered is also significant, because it agrees precisely with the predictions of a theory known as inflotionary cosmology. That idea holds that the structure and behavior of the universe were determined by minute fluctustions that occurred when the universe was

less than one-trillionth of a second old. "These small voriations are the imprints of thy ripples in the fabric of space-time put there by the primoval explosion process," said Mr. Smoot. "Over billions of years, the smaller of these ripples have grown into galaxies, clusters of galaxies, and the great voids in space."

Scientists say the discovery olso lends credence to the idea that much of the mass in the universe is made up of invisible particles, or 'dark matter," that have so for eluded detection by astronomers.

Edward L. Wright, a professor of astronomy at the University of California at Los Angeles, sald the fluctuations were too small to explain how the visible matter in the universe could condense by itself into the galaxies and clusters of galaxies that we see today. To move those struclures using the force of gravity into the shape of the universe as astronomers know it, he explained, matter that is unaffected by light would be needed to form concentrations of mass that could ottract visible

"Ordinary matter is impeded because it

interacts with light," he said.

Mr. Wright and others said the discovery also provided an important confirmotion of the big-bang theory of how the universe was created.

"The results show that the big-bang model is alive and well," he said.



RESEARCH NOTES

- Researchers obtain first clesr picture of hottsst known star
- Soviet anti-Americanism traced to Russian 'nativist' writings
- Scientists discover ganetic cause of soms cases of diabates ideas found favor with conserva-

whom was Feodor Dostovevsky.

In The Brothers Karamazov, far

example. Dastovevsky links the

The 19th century also saw the

development in Russis af a radical

leftist hostility to the United States

that was different from the Sisvo-

phile and conservative critique but

Mr. Gleason says.

tive writers, the most important of tive vision of Russian society was

iden of flight to America with evil, both camps saw the United States

Using the Hubble Space Telescope, scientists have obtained first clear picture of what they say is the hottest known

The stur, located at the center of a star cluster known as Noc 2440 in the Milky Wsy galaxy, is estimated hy the scientists to he burning at a temperature of at least 360,000 degrees Fuhrenheit, some 33 times as hot as the sun.

The image of the star and the es- ulso drew on many of its ideas, Mr. he described the United States in timate of its temperature were among several recent discoveries from the space telescope that were revenied at a news conference last week at the Nutional Aermanties and Space Administration head quarters in Washington.

Sally Henp, an astrophysicist s NASA's Goddard Space Flight Center in Greenbelt, Md., who headed the team that obtained the imper snid the star had long been hidden from astronomers because the neb ula of gas that surrounds it smeare the star's light in views from ground-based telescones.

By using the space telescope, she said, the scientists were able to get their first clear view of the star. enabling them to make the most accurate measurement to date of its

Ms. Heap said the star's ex tremely high temperature was due partly to the fact that it was nea the end of its life span, having shed much of its mass in the form of its glowing nebula.

Such stars often undergo a short, extremely hot phase before they

Another team of scientists hended by John Caldwell, an as tronomer at Canada's York Uni versity, used the space telescope t produce the first ultraviolet images of Jupiter's unusual nurom

Daniel W. Weedman, an astronomy professor at Pennsylvania State University, said Jupiter's murora is not produced by particles from the sun interacting with the planet's magnetic field, as Earth's is, but by eruptions of particles from volcanos un Jupiter's large moon, lo. -KIM A. McDONAL

Anti-American sentiment i the Soviet Union can be traced to a strong vein of "nativist" critiques of the United States in Brown University historian asys

Among the Russian intelligentsla of the mid-1800'a, a group known as the "Sinvophiles" propounded a view of the United States that provided a foil for their romantic vision of "Holy Russia," writes Abbott Gleason in the current (Mnrch) issue of American Quarterly. From their perspective, he sava, where Russian society was Christian, communal, peaceful, and coherent, American society was secular, individualistic, vio-

ninished somewhat after about 1860, but in later decades their

fuscinution with America but also, Mr. Gleason says, a "frenzied hatred." In those writings, he adds, "the earlier vision of the Russian nativists is wholly realized."

essentially religious, he says, the

leftists saw Russia as a "peusant

Among the critics of America on

the Russian left was the writer

Mnxim Gorky, who first visited the

United States following the Revo-

lution of 1905. Following that visit

sacialist utonia." By contrast

as profaundly individualistic.

After 1917, Mr. Glenson notes, Gorky's writings were extremely influential among Seviet politi--FILEN K, COUGHI IN

Reacarchers have found a genetic flaw that causes some cases of the most common form

The defect is on a gene that is normally activated in the panerous and that helps produce glucokinase, an enzyme that brenks sugar

Other unidentified mutations on

several short pieces that reveal a that gene, as well as midness. mutations on other genes, are #believed to cause the disease.

Graeme I. Bell, professorollo chemistry, molecular biology, at medicine at the University of (L. cago and an investigator at the Howard Hughes Medical Instance and scientists from the Centr for the Study of Human Polymer phisms in Paris report the men tion's discovery in the April 21 is sue of Nature

The mutation causes Type life betes, which affects approxima one in ten Americans and is thele severe form of the disease, lagstientur, the mutation causes some cuses of early-onset Type II date tes, which appears in adolescence Type II diabetes usually strkesalter age 40. -- DAVID L. WHEELE

Scientists Debate Secrecy of Fraud Investigations

Continued From Page A9 open," he says. "It enabled me to ask questions of my accusers and get them to confront their own acsations in public. They shrank

Accusers Question Viewn

His accusers-Claire B. Ernhart, n professor of psychiatry and ctive biology ut Case Westem Reserve University, and Sandra Scarr, n professor of psychology at the University of Virginiado not agree with that assessment. After receiving a report on Dr.

Needleman's research from the nen last May, the Office of Scientific Integrity at the National

Institutes of Health asked the university to investigate it. The report did not charge that fraud had taken place. It did say that Dr. Needlemun had failed to publish analyses of his date that did not support his sypothesis that low levels of lead

can lower children's intelligence. Ms. Searr says she sticks by that allegation, regardless of whether or not other analyses of Dr. Needleman's data or other research have confirmed his conclusion.

"Just because he's right," she ssys, "doesn't meun he didn't

Ms. Seart says she went to Pitts burgh for the hearing reluctantly after university udministrators

"beased" her to come so Dr. Needleman could confront his ac-

What ensued was an unfortunate hybrid hetween scientific investigation and a judicial enury proceeding." she says. "It had the worst qualities of both."

University Rejects Legal Aid

She and Ms. Embart asked for out did not receive, assurances from the University of Pittshurgh that it would give them legal help if Dr. Needleman sued them for what they said at the henring.

Ms. Scarr says the hearing guve reporters and other observers only a glimpse of all of the evidence in

the case, "It's being presented in the press as a court proceeding where the prosecution failed," she says, "but it was further fact gath-

ering by an investigative panel. Dr. Needleman says the lead industry is hehind the effort at dis crediting his research, which he says was carefully and honestly

Dr. Needleman expects to receive a report from the university panel in a few weeks. He says he is not sure that other scientists accused of misconduct should press for a public hearing. In his case, he says, the dispute involved three tenured professors who should have little to fear from a public

"I wouldn't want to make a rule for other folks," he says.

New Body Proposed to Help Universities on Fraud Issues

A namel of the National Academy of Seienees has proposed an advisory board that could provide guidance to university administrators in developing guidelines on research integrity and investigating seience fraud.

Frank Press, the neademy's president, calling the recommenda tion "innovative," said he would make sure the idea is given further consideration. A broader consensus would be needed, he said, hefore such a board could be established

The academy's report said the new Scientific Integrity Advisory Board could function with a small permanent sinff and act as a clearinghouse for information on research fraud and efforts at improv ing integrity in science. The board would not get involved in individusl eases but might write model research-fraud policies and esse

Phrase Questioned

The report was written by a 22member panel composed chiefly of professors and university administrators. The chairman was Edward E. David, Jr., who served as a science adviser to President Nixon and is now the president of EED Inc., a consulting eampsny in Bedminster, N.J.

The panel said scientific misconduet should be defined strictly as fabrication, falsification, or pla giarism, and should not include ations from accepted research practices.

That phrase is now used by both the National Science Foundation and the National Institutes of Health in their definitions of scien-

The name! said it was concerned that allowing the "serious deviations" provision might lead to misconduct complaints against scientists who used novel or unorthodox methods.

Advice on the Curriculum

The panel also drew a sharp line between research misconduct and what it called "questionable re-

Such activities, the panel said, lacluded quarrels over who should he credited an the author of a scientific paper, disputes over access to data and the evaluitation of research subordinates.

The panel said it did not condone nuch activities, but naid they should not become the subject of investigations of scientific miseon-

Universities that are trying to prevent research fraud and pronote ethical behavior in science. the panel said, should not teach rebut should integrate it in the entire ncientific curriculum.

The panel's report, Responsible Science: Ensuring the Integrity of the Research Process, is available for \$27.95 from the National Academy Presa at 2101 Constitution Avenue, N.W., Washington 20418.

-DAVIO L. WHEELER



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The Jepannea Membem Game, by Thomas Crume i Routledge; 256 pages; \$62.50]. Explores the role of members in Japanese popular celiure; considers, for example, the use of nemerical formelss to games, naming children, and forientecities.

ART AND ARCHITECTURE

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Scholarship

LABOR STUDIES

INQUISTICS

Eneroti to the Salf-Employed: Oecon-risesting Socioeconomic and Legal So-ipsism, by Marc Linder (Circemood Press; 200 pages; 542.95; Combines eco-namic, legal, and sociological perspec-tres in a study of the labor category of self-employment.

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Bathê etd His Interpreture: 8 et outed Hokele With Commentary, by Makolo Ucden Stanford University Press; 466 pages; 50.30. Translation and study of 255 holiuby the Japanese writer Mat suo Bashb 11641-1600.

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Non A. McGuiness (Catholie University America Press; 288 pages; 35.591. Fo-increas the literary work of Willion But-feath; 280 pages; 35.591. Fo-increas the literary work of Willion But-feath; Answer for his painting.

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Werde Without Content: Ageinst Formel-lan, by John C'Neill IRouticdae; 176 Pases; 549,95). Discusses the views of the philosopher Edmand Husseri (1859-1938) concerning the decline of the Enlighted-ment wition of science.

POLITICAL SCIENCE!

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Wab Secounds (Routleder: 343 puges; 59:33). Biscruster changes in Europeats (19:34). Biscruster changes in Europeats (19:34). Biscruster changes in Europeats (19:34). Biscruster changes (19:34). Bis changes that led to the first "Super Toes-day" regional Presidential primary in 1988, which saw contexts in 14 Southern and border states.

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Felivare and the Goopolitics of the Asian-Amazina Olienme, by Jes.-kus F. Dreaser Publishers; (et poses; \$42.95). Focuses on geopolitical assumptions higher Parlaws Stortagn-policy makers, guide Talward's stortagn-policy makers.

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POPULAR CULTURE

Rejevenating the Hemenities, edited by Reys, B. Browne and Marshall W. Fish-wick I Bowling Oreen State University Popular Press; 175 pages: \$39.95 hard-cover, 519,95 pagerback!. Includes origi-nal essoys that discuss the Incorporation of the study of folk cultures, leisure, com-

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ics, pornography, television, and other subjects into the humanities canon.

PUBLIC POLICY

Pluralism by Gealgn: Environmental Polloy and the American Regulatory Stata, by George Hobers I Praeser Publishers; 256 pages; 343). Fecuses on air-nollution con-trol and pesticide regulation in a study of a major inconformation in U.S. regula-tory policy that occurred around 1970. RELIBION

lical History of the Salson Traditions, by John 1. Directic (Scholary Press: 242 pages, 559,93). Examines interpreta-tions of traditions concerning Ralson bun Heor, an ancient Canaunite proph-

The foundation and first Decade of the Notional Catholic Walters Council, by Douglas J. Slawom Catholic University of America Press; 380 pages; 555 95. Drousses the origins and early activities of the network which was founded in 1919.

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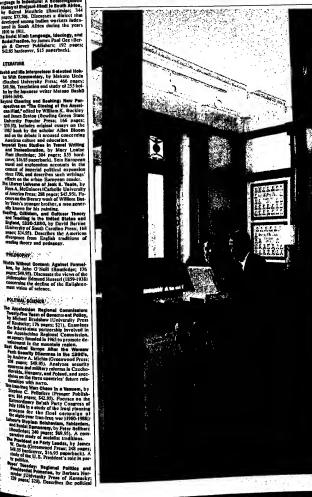
olobel Finence and Urbon Living: A Stedy of Matropoliten Change, by Levile Budd and Sam Whimster (Routledge; 27) rages, \$79.95 hardcover, \$25 superback). Examines the material effects of finance

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Ensuring the future for those who shape it

ations are under way at the State University of New York chether the philosophy department will be placed in academic "receiverahip."

Under receivership, the from outside the department to be as interim head.

Relations have been tense between the administration and some hilosophy professors ever since dministrators removed Donn C. Welton as department chnirman last year. The conflict has pitted Mr Welton end a majority of his colleagues against Patrick Heelan. dean of humanities and fine arts. whois supported by a small group of

The dean says Mr. Welton foiled to conserate with the administration during the university's hudget crisis and allowed the department's quality

to slip.

Mr. Welton and his ellies contend Mr. Welton and his ellies contend that the department is strong by most measures. The administration, they say, is interfering with the department's right to set its own academic and budget priorities. Tempers flared ugain efter cight

refessors, including Mr. Welton, aired their grievances in a recent letter published in the journa of the Americao Philosophical Association. A proposed olternative to receivership would erente a committee of five professors to rur the department temporarily.

Colleges and universities should stop pitting teaching sesiest research and an environment that is espoosive to atudents' needs and

professors' atrengths. So argues Leslic H. Cochran. provost of Southeast Missouri Stute University, in a new book called Publish or Perish: The Wrong Issue (Step Up Irrc.). He says he hopes the book will serve as a practical guide for institutions looking to better reward teaching.

The book examines the tensions that campuses foce in defining their expectations of faculty members. It includes essoys from Southeast Missouri professors who were asked to describe their teaching objectives and the ways in which hey maintain and demonstrate ional competence. And it offers dozens of suggestions for improving the environment teaching, many from Administre Teaching, an

earlier book by Mr. Cochran. Mr. Cochran, the president-elect ar. Cochran, the president-elect of Youngstown State University, blaks the book might help campuses like his own, which nren't research institutions but have similar faculty-rowerd systems. Southeast Missouri recently adopted a moream to which faculty adopted a program to which faculty members outline professional gools and then evaluate their progress.

Copies of the 170-page book are available for \$25 from Step Up Inc. iwo Spanish Street Court, Cape leau, Mo. 63701.

Personal & Professional





Jean Bathka Eightain, political-science professor at Vanderbilt U.: "On some there has been a move to create

Feminist Scholars Ask Whether Their Sparring Marks Healthy Debate or a Splintering 'Catfight'

Missing, many contend, is a focus on the concerns of women of all races, classes, and nationalities

By COURTNEY LEATHERMAN

Women in ucademe are feuding at conferences, sparring on enmpuses and in journals, and grabbing headlines os never

All in the name of feminism.

studies at the U. of Arizona: There is no "old-girl network" in feminism. "It's not

dified. There are many strands."

· Camille Paglia, a professor at the University of the Arta in Philadelphia, has, on the lecture circuit and in her writing, accused feminist scholars of stifling acodemic debate on women's issues. In an op-ed piece for The New York Times, she defended Madonna as an ideal feminist while lashing out at the "puritanism and suffocating ideology of American feminism, which is stuck in an adolescent whining

 Christinu Hoff Sommers, a Clark University philosopher who was little known until recent months, has many feminist scholars in her discipline simmering. Ms. Sommers, a self-described "equity feminist" who favors full legal and economic rights for women, has attacked other feminista for what she saya is their trendy scholarship, their paranoia, and their role as the "the main engine for the PC move-

 Elizabeth Fox-Genovese, whose controversial book Feminism Without Illusions: A Critique of Individualism criticizes feminists for being elitist and overly ividualist, recently resigned as director of Emory University's highly acclaimed women's atudies program. "I've heard stories circulate that I'm pro-life, anti-les-

biun, anti-French feminist, and moke people wnik my dog," she snid nt the time. Others said the real story had less to do with Ms. Fox-Genovese's politics than with her management style. (She did not respond to requests for an interview for

this article.) · Last year's annual meeting of the National Women's Studies Association woa canceled because of a walkout by minority women at the previous year's meeting. The women balked at an agenda that they said largely excluded their concerna. "White women were acting like white men," explained Jacqueline Wode, n minority member who left the NWSA to help organize n separate group for minority women

 Susan Faludi, a journalist who wrote the best seller Backlash: The Undeclared Wor Against American Women, is not an academic. But her book, which argues that the news media and society hove held back the feminist movement, odopts ideas from feminist scholnrs and has added to the cur-

"Academic feminism has been eplintered, fractured, divided,

extremely divisive for some time. The only thing academic feminists have in common is opposition to Camille Pagila."

rent academic debate. It also reflects tensions that surround women's issues in American society.

Are these signs of a healthy and vigurous debate among feminists inside and outside the neademy? Are they "catfights" among men who can't seem to serec on anything? Or are they exomples of the news media's preoccupation with women at war among themselves-itself u form of back-

Debates on Literature and Equality

Meny feminist scholars say the skirmishes are nothing new. From the beginning, such scholars have deboted academic and political issues ranging from how best to interpret literature to how to achieve equality. Those debates often have been divided along the lines of race, age, and sexual orientation

What is new, the observers say, is the intensity, the publicity, and some of the

'Academic feminism has been splintred, fractured, divided, extremely divisive for quite some time," says a professor at o prestigious research institution who requests anonymity because she says she wants to avoid getting into the current froy. "The only thing academic feminista now have in common is opposition to Camille Paglio.

Not exactly. Miss Paglia has created a huge stir, but she does have some feminist Continued on Following Page



The Learning Society: Libraries Without Books?

Ity Bernard R. Gitford, Ph.D. Apple Computer, Inc.

I ended my last column with a nuestion: Given the power of electronic information retrieval, will our libraries become tomorrow's

My answer is-not likely. After all, we humans like to look at one another. We like to talk and share ideas. The library will still be a place for research and study, offering both individual computer workstations and conference rooms, it will still be a gathering place and a center for scholarly collaboration, with the librarian acting as a key player on any research team.

Moreover, libraries will continue to house and preserve both print and electronic materials for decades to come. Tomorrow's library will not be literally a library without walls. And for the foreseeable finure, it will certainly not be a library without books.

That's probably not when you expected to hear from a specialist in educational technologies. But to appreciate the immense power and potential of electronic 'knowledge management,' we must also be realistic

Some of the most imperiant work we do in education involves grappling with meanings embedded in texts-meanings that can't be teased out of a text by means of automated rettieval, even with the most advanced software. Machine-readable texts may help us to search for key words. klentify patterns, or establish relationships with other texts. And multimedia applications can cenainly enrich a document with images and sounds. But the process of engaging with a text, of making it come alive within us, cannot be automated.

Over time, of course, more and more texts will become machinereadable. More and more collections will be accessible electronically. But in my view, faculty and students will always want access to bookshelves. They

In practical terms, some disciplines would be well served right now hy the fully electronic library; in other fields, the shift to electronic resource is much slower. In part, this reflects government funding priorities. Steven Muller, former president of Johns Hopkins University, often commented on how much harder it was to raise funds for humanities programs than for the tedical school. No one ever died of English, he used to say. (Of course, he hadn't suffered through some of the meetings that I've attended!)

For all 11 these reasons, libraries today are under intense pressure to create a more sophisticated information environment, and at the same time to keep up with the arduous task of organizing and preserving their paperbased resources—all in a context of severe fiscal const

Clearly, huilding tomorrow's library will take a lot more than replacing card catalogs with computer terminals, or connecting computers to a variety of databases. It will require strenuous strategic planning. nstitutions will face many difficult decisions. What do they want their libraries to look like in ten years? What trade-offs are they willing to make The challenges are cogently presented in a recent report titled Preferred Futures for Libraries, by Richard M. Dougheny and Carol Hughes, available from the Research Libraries Group, Inc., Mountain View, California.)

Building the library of the future will require not only technological changes, but also a fundamental change in the culture of the university. It will require closer collaboration between an institution's library and its academic computing center. And it will require much closer collaboration among colleges and universities. The kind of cooperation I'm talking about goes far beyond interlibrary loan programs, institutions will have to join forces as they collect, expand, and organize their information resources, and as they link these resources with curriculum development.

Of course, the benefits of these changes will be seen over time. The digitization of information will relieve the truly awesome problems of space and preservation that Ilbraries now face. At the same time, it may transform the ways that universities finance research and publishing.

As things stand, universities pay to have knowledge produced by As unings saint, training by pay for this knowledge many times over by substicking research. Then they pay for this knowledge many times over by subscribing to journals and buying books. As electronic methods of publication become widespread, universities may take more responsibility for disseminating the research they have supported. Of course, they will have to work out the tricky matter of whether other institutions will pay for access to those publications, or for ownership. And they will need new procedures for refereeing publications and compensating authors. But they

will probably realize substantial savinga from these changes.

The policies of tomorrow's libraries will raise political issues. Equal access to information resources may well become a major issue on campuses across the nation in coming decades. Information is power in today's world, and the impulse to limit access to information has been very strong in academia, as well as in other parts of our society.

Finally, building the library of the twenty-first century requires not only political change, but also pedagogical change. After all, we want to create a nation of learners, not a nation of information processors. As we build the virtual library, we will have to forge stronger links between the classroom and the library. Our goal is to help students gain the skill they will need most in the next century: learning how to learn-not only how to access infonuation, but how to grapple with its meanings.

Feminist Scholars Ask Whether Sparring Marks Healthy Debate or a 'Catfight'

Continued From Preceding Page admirers, including one who calls her "the Jerry Brown of academic feminism." (She likes the compurison, but also mentions Annie Oakey and Katharine Hepburn.)

Decadence from Nefertiti to Emily Dickinson, Miss Paglia argues that women have always had power precisely because of their sexuality. She credits men with creating civilization's greatest works of art and literature-the result, she says, of their struggle to free themselves from their mothers and other women. She has also accused feminist scholars of producing ahoddy scholarship, trying to create a sexless acciety, and rejecting those who question their "dog

Alison Bernstein, asaociate dean of the faculty at Princeton Univerity, says she doesn't see the latest debatea in academic feminism as "catfights," as some observers have described them. But, she says, "the part that gets tricky is when the men enjoy when the women duke it out."

Says Alice Kessler-Purris, a history professor and director of women's studies at Rutgers University: "There will always be people who will argue that feminism has to prescut a united front, and if it doesn't, people will talk about

ment that has grown in make, and diversity. Public steers they say, comes with the lening wamen mud wrestling " Still other feminist scholan e She adds; "That does not mean pleasantly surprised by the bala today's debates. They applied to that's the sort of tenor in academic

Impact on 'Ordinary' Women

feminism in general."

Many feminist scholars contend that with all the media attention to lightning-rod figures like Miss Paglia and Ms. Sommers, little uttention has been paid to the most pressing debate among feminists: how to deal with the concerns of women of all races, classes, and nationalities.

In addition, these scholars suv. theoretical research that has had a getting all the attention the se real impact on "ordinary" women loud a lot of things that a load has been overlooked by entire Kristin Luker, a sociology professor at the University of California nt Berkeley, says her back Abor-thou & the Politics of Matherhood Vunderbilt University. That is is an exumple of that link. She says

that gender studies gave lerstfrom which to do research or issue that has profoundly also American women. Herbookers ines the abortion issue from by sides of the debate.

publicity for exposing what the believe to be the shortening of much feminist scholarship, to

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an "old-girl network." These pa-

fessors complain that those in the

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time," says Jean Bethke Elskin

"One reason Camille Pagia

feminists on campuses.

posed to take." Few scholars say that they buy Other scholars believe that the into the notion of a sisterhood. buttles are a healthy and expect Mnny say there is room for a vaevolutionary outgrowth of smale

riety of voices and endeavors within feminism. That menns, for example, that while some scholars work on improving child-care provisions, others will debate ways to interpret literature.

Nonetheless, some professors say feminism does have defining

"It's Not Solidified"

That in no way means that an old-girl network exists in academe, says Myra Dinnerstein, a women's-studies professor at the University of Arizona. "It's not solidi fied, there are many strands, many disputes, and many arguments she says. But feminist scholarship accent a feminist critique and it does have some general ac-

ceptances of some kinds of ideas." For Ms. Dinnerstein and many others, "gender is what it's about." Scholars who accent gender as a fundamental entegory of analysis believe that history and literature for example, have long been interpreted sobjectively from an "androcentric"-or male-centered—perspective.

Self-proclaimed feminists who do not accent that theory Ms. Dinserstein adds, "are not in what

"They feed on and respond to each other. And all the while, I keep looking at

the news and what I see is white men in blue suits

with red ties,"

would call the mainstream feminist

She and others distinguish between attacks from outside oppoaents and what they consider to be some of the legitimate battles be-tween feminists. Some scholars who generally support women's studies but are critical of various directions that feminist scholarship has taken declined to comment for this atory, saying they feared that they would be lending support to enemies of women's studies.

A legitimate criticism of feminists and women's studies, in Bev-erly Guy-Sheftall's opinion, is that both "have tended to make marginal women of color." That feminists have made recent efforts to deal with issues of race and class ests that women's studies is in process of transformation, adds Ma. Guy-Sheftall, a professor of English and director of Spelman College's women's research een-

Peminist scholars mention other debates that they say have been rancorous but reasonable. Many point to the work of Carol Gilligan a professor of psychology at Har-vard University's Graduate Schoo of Education. Her 1982 book, In a Different Voice: Psychological Theories and Women's Develop-

been a move to creute a single ment, discussed how men and voice for feminism-This is the women are different and therefore feminists are supposed to make different moral decisions. It think and the stands they're supdrew criticism from many feminists for what they said was her traditional analysis of the subject. Although some scholars disagree with her conclusions, they nonetheless characterize Ms. Gilligan as a feminist because, they say, she

> Ms. Gilligan could not be reached for comment.

aims to help women.

Says Jean F. O'Barr, director of Duke University's women's-studways to understand things, and about the origins of oppression. I'm not sure the goal of Paglia's

work is to change women's circum- idea that feminism has defined pa-Stances '

Miss Paelia, who describes herself as u 'one-woman liberation lars to study both sexes. "There is no first-rate mind working in feminism or women's studshe declares. "My success would mean the trashing of whole women's-studies programs.

'They Feed on Each Other'

The idea that women's studies and feminist scholarship should ies department: "There have al- have political goals angers some ways been debates about the best professors, who argue that while disciplines grow out of political movements, they must remain de-But the poal in that has been to tached to be considered legitimate

Those scholars also attack the

rameters. Some feminist scholars who do not embrace all of Miss Pagliu's ideas, for example, bristle movement," says her goal is for at suggestions that she is not part of the legitimate debate. They suggest that a scholar like Ms. Gilligan bas been credited with legitimacy only because she has not publicly chul-

lenged the establishment. An English professor at a major Fastern university asked for unonymity because of what she says are the bruises she has suffered for challenging the establishment in nen's studies department She thinks that feminists are too often preoccupied with obscure theories that will never be translated into societal changes.

"They feed on each other and respond to each other," the scholar says. "And all the white, I keep looking at the news and what I see is white men in blue suits with red

Ms. Sommers, the Clark professor, says that despite her criticism of some feminist scholarship, she believes "serious, disciplined. scholarship" on women and gender has an important place in the university. She even mentions a few feminist scholars whose work she admires-among them Deborah Tannen, a Georgetown University linguistics professor who wrote the best seller You Just Don't Understand: Meu and Women in Conversation.

"Maybe," Ms. Sommers sug-"Dehorah Tannen should write a book un how women should talk to each other."

Campus and Independent Humanities Centers Now Lead in Providing Fellowships for Research, Study Finds

By CAROLYN J. MOONEY

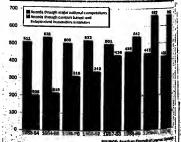
Humanities centers are playing an increasingly important role in providing research fellowships, a new report says. Independent and ampus-based centers now provide a niajority of the humanities stipends awarded annually, says the report by the American Council of

Learned Societies. In academic 1990-91, such centers awarded 662 fellowships, up from 205 in 1983-84. In that period, the number of fellowships awarded by the four major national programs-the National Endowment for the Humanities, the John Simon Guggenheim Memorial Foundation, the National Humanities Center, and the American Council Learned Societies-fell from 511 to 426.

The money available for all fellowships rose from \$12-million to nearly \$18-million in that period. Although the four national programs atill provided a majority of fellowship dollars in 1991—they made fewer, but bigger, awards than the centers-their share of funding had fallen since 1983

Despite the increase in funda and the number of stipends, the report paints a somber picture of research support in the humanities. "The unwillingness of so many private foundations, to say nothing of corporations and the federal government, to provide more long-term assistance with fellowship funding is thus shortsighted," it concludes.

Douglas Greenberg, vice-president of the ACLS and the report's author, was quick to argue that the growing role of the humanities centers should not be seen as offsetting the shrinking role of the national programs. For one thing, he said, campus ceaters provide much lowHumanities Fellowships, 1983-84 to 1990-91



ereased slightly since scales er stipends, often make awarda only to acholars at their home insti-1983-84, fewer people are recei grants, and the grants are well tution, and may restrict awards to certain types of scholarship. Their main beneficinries are scholars on eampuses where such centers are

located, he said. The report also says that beeause the number of scholars seeking fellowships has risen significantly since 1983, awards are just as difficult to obtain.

53 Centers Are Included

The report diacusses trends in fellowship funding since 1983. A draft released last year (The Chron-icle, May 8, 1991) focused mainly on the four national fellowship programs. The final report includes statistics on 38 campus-based humanitles centers and 15 independent centers.

Among its other conclusions: While financing for the four major national programs has in- (212) 697-1505. Rancorous but Reasonable

Those seeking fellowship from humanities centers in-five chance of winning out 1991, but only one in every ILS applications for a national system was successful. One explanation for the grown demand might be that some inside

tions have cut back on paid leave. forcing scholars to seek support elsewhere, Mr. Greenberg, St But he also suggested that the mand provided evidence of sale arly vitality among humanities po fessors.

Copies of the report, Friend ships in the Humanities, po-1991," are available for \$4 at from the American Council of Learned Societies, 228 East the Street, New York 10017-13%

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A Cornell University more has filed a complaint with the campus police department charging that computer-center officials are overstepping their authority hy keeping track of his computer

Since Fehrunry 28, according to Randall A. Swanson, officials have made a record each time he logged on to the university's mainframe which students and faculty members use for electronic mail and other activities.

M. Stuurt Lvnn, vice-president for information technology, said the officials were tracking Mr Swanson's computer activities as part of nn investigation into an carlier incident in which two students were arrested after they unleashed irus. Mr. Swanson has acknowledged that he is a friend of

the two students.

Mr. Lynn said the computer center's activities were legal and justified. Public-safety officials said they were investigating Mr. Swanson's allegations.

Memphia State University is distributing a computer disk with information about admission acholarships to guidance eounselors at high schools in

Tennessee and neurby states.
The disk, called "MSU Electronic Viewbook," contains a eniculator for estimating costs and a program that lets prospective students print their own applications for admission and

June M. Armitage, director of student relations, says the disk gives the university an edge in the

Large public highereducation institutions that are expecting substantial enroilment increases abouid use techoology to provide more offcampus courses, according to Molly Corbett Broad, senior vice-chancellor for administration and linance for the Chilfornia State University System.

We may not be able to afford traditional educational Institutions for much of this decade or beyond," Ms. Broad said during a talceonference for representatives from csu and the State University of New York. "When I listen to the ections about enrollment growth In Californie over the next 12 years. those students who are going to flood us like a bow wave."

institutions must be "much more productive, efficient, and cost effective in the delivery of services," she said. "The infrastructure and the technology associated with distance learning may offer the very best hope of keeping pace with state and nations needs for an educated workforce.

The two multicampus systems held the teleconference to discusways to use telecommunications to

Information Technology

University Hopes Campuswide Network Will Help Give It a Competitive Edge

Case Western Reserve banks on system as a major factor in diversifying student body

By BEVERLY T. WATKINS

CLEVELANC Case Western Reserve University is gambling that a new, high-powered, campuswide information system will give it a competitive edge over other institutions in diversifying its student body and providing innovative education.

To create the system, the university is installing a network of optical fiber, the fastest communications medium available today. When it is cumpleted next year, the network will connect computers in all dormitory rooms, faculty and staff offices, classrooms, libraries, and laboratories. It will be linked to local, national, and international networks.

Library Catalogs and Court Declaions

Academics and students who are already on the network can send electronic mail and text just about anywhere. They can search the university's library catalogs on line and borrow commercial software from a network program bank. They can use Cleveland's metropolitan-area computer system, from which they can get news from USA Today and read Supreme Court decisions as soon os they are hunded down. And it is nll free,

"Our goal is to have the most advanced electronic-learning environment of nny university," says Agnar Pytle, Case Western Reserve's president. "I am convinced that technology will be vitally important to provide information to our students. We want to be sure our students are prepared

when they leave here." Mr. Pytte, who helped Dartmouth College design a campuswide information system before he came to Case Western Reserve five years ago, adds: "Universities will not be competitive in the years ahead without this kind of environment."

So far, the new system, called cwrunet (pronounced crewnet), has been well received by its users. Administrators say their operations, now almost paper free, are more efficient. Faculty members report that the network makes class routines. such as posting assignments and grades, easier. Students say they have better communication with their professors and

Not Just Electronic Mail

Although cwaunet is a gigabit network, capable of transmitting the entire Library of Congress across the campus in 20 seconds, it is now used primarily for electronic mall. For example:

A classics professor holds conversations cutlrely in Latin with a colleague at Purdue University. The professor plans to conversa in Greek as soon as the network can transmit the Cyrillic alphabet.

A physics professor, who is a night owl, answers e-mail immediately when it arrives at 4 a.m. from his students, some of whom are night owls too.

Duning the admissiona process, the regialrar senda updated enrollment figures every afternoon to administrators, who



Agnar Pytte, Casa's president: "Students who liked the school anyway have said that WRUnet is one reason they came. It has tipped the balance for them in some cases."

have the information when they log on to the network in the morning.

A group of students kept a surprise party a secret for a weck by communicuting exclusively by c-mall. Since no one ever talked about the party, word of it couldn't leak out.

a At least three couples who first met on the notwork have married.

Although it is too soon to know what impact the information system will have on student recruitment, Mr. Pytte snya the anecdotal cyldence is promising. "Clearly, we have attracted some students because of the network," he says. "Students who liked the school anyway have said that CWRunet is one reason they came. It has tipped the balance for them in some

However, cwaunet has not yet made any difference in Case Western Reserve'a offort to attract more liberal-arts students. says William T. Conley, dcan of undergraduate admissions. "Our undergraduate programs are associated in the marketplace with engineering and science," he

"I am convinced that technology will be vitally important to

provide information to our students. We want to be sure

our students are prepared when they leave here."

says, "The network has reinforced what already a strong identity."

To interest a greater variety of studen "we need a list of hands-on application for other majors, not just technology, suys Mr. Conley. "We are still a year arms from having enough applications of it network so we can say to arts and hund ities majors, 'Here are some things yours' do on the network."

At the Speed of Light

About 60 per cent of the nation's of leges and universities have some kind of campuswide information system or are a the process of installing one, according to a recent survey by CAUSE, the association for the management of information tech nology in higher education. Most of thest systems, however, do not make nearly s much information available as Case West crn Reserve's network.

Other institutions also have liberoul networks, but few run the cable to ever computer on their campuses. That late will enable cwarrent to transmit all date of e high-speed system.

Opticel fiber, which carries bits of dia along glass strands the size of a human hair, can transmit almost imiless and of information at the speed of light. His fiber cable, the university will be able to send multimedia, which demand a power ful network, to all computers on the caspus. Among other things, faculty members will be able to use digital images, graphics

A Broad Array of information on Free-Net

The National Public Telecomputing Network makes the following informe-tion and services available to its affiliates, which include the Cleveland Free Net. Cese Western Reserve University to the Free-Net, which the university supports, through ite cempuswide in-

ELECTRONIC NEWS SERVICES

USA Today

Nationel Public Telecomputing Network News

Democratic and Republican

CYBERCASTING SERVICES

Project Hermes (U. S. Supreme Court decisions)

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Kid-Cook NPTN Student News Network
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GOVERNMENT AND POLITICAL INFORMATION SERVICES

Congressional Contact File (directory of U. S. House of General Accounting Office

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University Hopes Campus Network Will Offer an Edge

Continued From Page A18 viden, and sound to develop new kinds of instructional uniterials.

Case Western Reserve's liber network is part of a 10-year, \$100million project to create an "electronic learning environment." which will include a new library. the network, and much suphisticated softwara. The institution has spent ahout \$40-million on the project-\$15-million of that an the network-since it hegun in 1989, suys Raymond K. Neff, vice-president for information services

'A Port for Every Pillow'

The university is cunstructing cwrunet in stages. Rooms in the 16 residence hulls were connected first under a plan dubbed "a port for every pillow." The majority of faculty und staff offices are now wired. The president, who insisted on being last, will be linked to the network when it is completed in

"I concluded wa should lirst wire the dormitories," Mr. Pytte says. "I wanted to get the real experts on line first. Then they can teach the fsculty.

When CWRUnet is finished, it will connect 8,000 "ports" in 85 buildings on a system that includes 2,540 miles of optical fiber. With a few exceptions -student records and salary data, for example-everything on the network will be nocessible to everyoue.

CWRUNCI includes the services offered by the Cleveland Prec-Net. a community computer system estublished by Case Western Reserve in 1986. The cumpus and the community networks function as a seamleas system.

To encourage faculty members to use technology, the university has hired several specialists in the srts and sciences who understand computing as well as their disciplines, says Mr. Neff. "Reseurch faculty do not get rewnrded for doing great things with computers, so we have hired instructional-technology specialists to work with

Sofar, Mr. Neff says, the university has specialists helping profesaors develop software in the sciencas and the humanities. It is looking for specialists in the social sciences. "We're gelling there,"

Last year, Mr. Pytte established a grant competition to encourage professors to put computers in their offices. "I told faculty members if they would write a proposal about how the addition of a personal computer linked to cwrunet would contribute to their undergraduate teaching, I would give them up to \$2,500 for a computer," he says. "We have funded 80 re-quasts so far."

Some Have Abandoned It

Apparently, the administration's push is paying off. Almost all facul- turn students into drones. ty members in the undargraduate programs and many in the graduate and professional schools have computers now, although not all are on the network yet. About 70 themselves."

per cent of the undergraduates who

cume tu Cuse Western Reserve 1989 ar later own comput

Professors who are using the campuswide system have mind feelings about it. Some find therework ii useful teaching tool, bu athers have tried it only to abando

Robert Brown, a professor of physics who teaches a large hours course, ssys e-mail lets him the students extra academic help. 1 send homework hints in course nate style on the network, just is i students came into my office," le says. "I can send to all 120 de. dents in the class at the same time. If I forget to say something incl boom! I can go right back to all of

Also, suys Mr. Brown, "filen good question from one student, I con send the answer to all the sh-

"With e-mail," he adds, "what sny stoys there, and the stutes can re-read it if they don't quit understand "

Suzunne Ferruson, dean of his nunnities, arts, and social sciences, suys a network bulletia boad helped her students communicate cuttrse that she tought list term. "The students wrote things on the board and I wrote things back Somehow, with cwannet, the stadents entered into this diskoger hetter," she says. "The dialogue is different from what you have when the student has readied a paper and waited two weeks for it to come back all marked up with the drest

Back to the Xerox Mschine

t)n the network, Ms. Fergism says, "students who are shy ar uble to get their word in edgewise and do it at leisure." She add:
"The builder students have a clinned to reflect and refine their thoughts in ways they don't when they talk in class."

Murtin Helzle, an assistant professur of classies, says he tried the network but gave up on it. "Many students did not have computers, and they didn't want to travel to s computer lab in the evening," is says. "I put my lecture notes on the network, but I have gone beck to Xeroxing them."

Until the network is finished and certain software problems at solved, commuting students will be at a disadvantage, says Chain N. Sukenik, a professor of chemistry. "A atudent who is not on campus can access the network with a min dem. But access to the software ibrary and to some services can the "There are central sites where commuting students can go to use the network, but you have to be so

Mr. Sukenik says it will be some time yet before professors can make cwrunet their sole means for getting information to students. everyone can't do it, you can't do it," he says. "You can't put a she dent at a disadvantage

Mr. Halzle says he has "great reservations" that the network will denta will sit in their rooms at night bent over their computers frets. "I want my students to go 10 the library and find out things for

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Section 2

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Bulletin Board B6-39

Rethinking the Cultures of Disciplines

By Raymond J. Rodrigues

HE INCREASING ethnic and racial diversity of our colleges and universities is forcing many faculty members to re-examine their curricula. How should the influx of culturally diverse students affect our courses? Should we abandon the European cultural heritage that has served us so well? Should engineering courses on irrigation, for example, include an investigation of the aocial role of the acequia system in Hispanic or Native American cultures-or should that material remain just in anthropology courses?

Faculty members' questions reveal na only uneasiness with the political implications of change, but also a genuine inability to grasp the rationale behind some sugges tions for curricular reform.

Too often, academics cannot see the profound intellectual or "cultural" values inherent in their particular disciplines. We rarely recognize that "multiculturs!" tensions can be found not only in matters sf ethnicity and race, but also between and among our disciplines. If we could recog nize how culture-bound our disciplines have made us, and if we could appreciate the enhanced perspectives that interdisciplinary connections allow, perhaps integrating multicultural content into our curricula might make more aense to us.

In reviewing the tenure and promotion files of faculty members from all departments at my university and in directing periodic reviews of departments, I have bee struck by how utterly distinct the world views of faculty members from different disciplines can be. Writing a textbook is judged to be scholarship in one department but pedagogy in the next. Advising the city council on how to manage traffic patterns is rewarded as commendable service in Department X but discounted in Department Y since such service takes time from

department activities. In one humanities department, helping students to apply ideas and thus induce broad concepts for themselves is considered to be the best teaching. But in a neighboring social-science department, lecturing about the conceptual taxonomies of the discipline is considered to be the best teaching, and application is seen as watering down course content. These different ways of valuing professional behavior are not mere fancies of the moment, but are grounded in generations of disciplinary evolution.

My realization is not new. Thirty years ago in The Two Cultures and the Scientific Revolution, C. P. Snow described faculty members in the two "cultures" of acience

and literature as "comparable in intelligence, identical in race, not grossly different in social origin, earning about the same incsmes, who had almost ceased to communicate at all, who in intellectual, moral

"Too often, academics cannot see the profound intellectual or 'cultural' values inherent in their particular disciplines."

and psychological climate had no little in

As undergraduates, we are recruited into a specific intellectual culture by virtua of our having shown skill and interest in o particular discipline. Once admitted to aduate achool, we are gradually sociali into the accepted ways of thinking and

OPINION

behaving within the discipline. As untenured faculty members, we are rewarded for emulating our colleagues. For exemple, we learn at which national conference a literature professor should present a poper to receive the most acclaim. We find out whether a junior faculty member will be respected for teaching a 100-level course or whether such a task is a burden to be avoided. We learn whether we should prefer to conduct environmental research in the field or in the laboratory with an elec-

tronic-imaging device. Whatever the preferable behavior, those who are successfully socialized into the culture of their disciplines are rewarded. The result is that in their internal communications and policy making, faculty mem-bers assert the cultures of their disciplines: particular ways of knowing their world and communicating that knowledge to their

That Insight helps to explain why so many faculty members on institutionwide committees are unable to comprehend the assumptions and cooceptual frameworks

Continued on Following Page



Professors Need to Accept Diversity in the Content of Courses

Cantinued From Preceding Page

of colleagues in other fields, although in their own disciplines they can analyze and synthesize the most complex of concepts. fhus, what is new on college and university campuses today is not cultural diversity. which has always existed among disciplines, but the fact that diversity is now defined in terms of ethnicity and race.

Can we capitalize on the different world views among disciplines, using them to help ficulty members understand not only colleagues from diverse disciplines but also colleagues and students frum diverse ethnic cultures? We know that a kind of multicultural communication dues occur in interdisciplinary teaching and research projects, which bring tngether ficulty members with common souls and related interests. Fur example, a writing-acrussthe-curriculum project developed by u teum of engineering and composition pro fessurs enables the engineering professors to understand writing as more than mere syntactic correctness. It also helps the composition specialists to understand that effective writing for un engineer is not the same as it is for a literary critic.

The more inculty members from different disciplines work together on curriculn. the more respect they begin to develop for ench other's cultures. Thus, the hiology professor guins new insights into molecular und cellular behaviors through the lens provided by the apecialist in human patho ogy. A sociologist comprehends more fully the current class distinctions on a Caribbean island when a historian introduces the sociologist to the 130-year-old travel writings of Anthony Trollope.

ust ns interdisciplinary projects can lead to new insights, so multicultural perspectives can lead to new nwarenesa. Someone whose background is different from our own can sometimes jolt us into a new perspective on our own subject matter, our teaching, or our ways of desiing with others. One of our Aslan-American students who had been selected for a summer fellowship in Washington was surprised to learn that the African-American fellows, being the majority, controlled the agenda of what was billed as a multicultural leadership program.

As a result of his experience, the student learned something about the nature of social change-that it is based as much on political power and timing as it is on whather u particular action ia right and just. Upon returning to campua, he challenged us to insure that all student voices on our enmpus nre heard and that no one perspective is allowed to dominate our thicking and decision making.

In nnother instance, a female student contplained to a professor who, for years, thought he had delighted students with his jokes about women. The woman's complaint led him to diacover that many atudenta not only were offended by his jokes but olso, as a result, paid less attention to the aarious content of his course,

Last year, every unit of my university was asked to contribute to a campuswide diversity pinn," and, as a result, neademic departments developed ways to integrate more-diverse material into the content of their curricula. Before las year's effort, we had undertaken a Gender Studies Integration Project, which was successful in helping faculty members in several different disciplines learn how to incorporate material on the contributions and learning styles of women into their courses. Using that effort as a model

our College of Applied Human Sciences developed a project last year that brought together faculty members from depurt ments within the college to revise their curnicula: those faculty members now are working with culleagues from other culleges who also are trying to revise their curricula. New wuys of viewing and conceptualiz-

ing their warlds enable scholars to muke intellectual leaps that transcend their disciplinary cultures. The more we find ways to bring faculty members from diverse disci-

plines together to solve common intellectuni problems, the more they will begin to eciate how the cultures of other disciplines influence their colleagues' thinking. In turn, they may become more aware of the cultural roots of their own intellectual world views and thus become more willing to incorporate content from diverse racial and ethnic experiences into their research and teaching,

I am not so naïve as to suggest that it is ensy to leap from understanding our discipline-based cultures to accepting ethnic and racial diversity in the content of p. currses. But if we are ever to sucrede the latter goal, we gradually must hade: cullcagues from their own culturebar disciplines into other intellected franworks and, eventually, beyond thoselor cultures all other ethnic and racial group. Diversity is more than just a game of me hers or political expediency. Is swally diverse as ours, we need the intellected breadth and depth throughout the univerty that other cultures can provide

Raymond J. Rodrigues is associate to demie vire-president at Colorado Sun

Silent Medium of Language; Bloodless Violence in Academe; Ideology of Anger; Dangerous Thinking; Loss of Tenderness

MÉLANGE

AYRE I began to write poetry in M answer to the confused politics of that time. We were nobody-Charlie. the baby, and me-to the huge military construct that had brought us to Texas. We had been spun out, like so many others, onto the American landscape as if by some great destiny machine. Everything about our lives that yearfrom the empty tundra to the tract house we lived in, to the uniforms the pilots wore, and in their way, the uniforms of the wives-sought to efface us. ... And yet, as the sixth of ten chil-

dren, I suppose I meant to challenge that effacement. I'd spent, by then, twenty-two years learning how to make myself heard. What better way than to adopt a medium as silent, as cold, and as abstract as language?

-Deborals Digges, poet and assistant professor of English at Tufts University, in Fugitive Spring: A Memolr, published by Alfred A. Knopf

THE SHOWOOWN ON Main Street isn't the prerogative of the Western; it's not the special province of men (as opposed to women); or of popular culture as opposed to literary criticism Television cop shows, Rombo, and Dirty Horry, and their fans do not occupy a different moral universe from the one populated by academicians. Violence takes place in the conference rooms at scholarly meetings and in the pages of professional journals; and although it's not the same thing to savage a peraon's book as it is to kill them with a six-gun, I suspect lbat the nature of the feelings that motivate both acts is qualitatively the same. This bloodless kind of violence that takes place in our profession is not committed by other people; it's practiced at some time or other by virtually everyone. "Have gun, will travel" is just as fitting a theme for academic achievers as it was

iln. —Jane Tompkins, professor of English at Duke University, in West of Everything: Tha Inner Life of Westeras, published by Oxford University Press

THE IDEOLOGY OF ANGER and resentment so prevalant on the campus today has also spilled out into our political culture. The politically correct line is that David Duke was created by Willie Horton. The fact, however, is that Dovid Duke was created by the inequities of affirmative action and the racism it mnnufactures. Duke is a Frankenstein built by these politically correct engineers of human souls. And despite what they suy, it is not at all certhin that they are displensed by their frightening creation.

Until this last year radiculs helieved that they could get away with Mc-Carthyite thuggery on campus and that their fellow citizens would not he offended by the muffled sounds of free inquiry being strangled and destructive ideologies being jammed into place. They were wrong: Political correctness is now a national concern and their recent attempts to contrive a cover up will not make it go away.

The war over political correctness has been joined and it must be fought to a conclusion. If the radicals succeed, they will use their version of history to determine what kind of a enuntry America was and their version of politics to determine what kind of a country it will become. If they are defented, they will lose their inst redoubt. -Peter Callier and David Horawitz, the editors

of Heterodoxy, published by the Center for the Study of Papular Culture, in the inaugural Issue (April)

T to the life of the mind and to reason, has always been political, political in the sense of creating forms of life within which we can live and work together with all of our differences and commonalities. . . . [But] we've left the political, understood in an adversarial sense, and gone right to legalism, and that puts us on a plane of thinking that I find really dangerous to the kind of thinking and living together and work-Ing together we would like to engage in.

You end up with things being strictly comparable which historically are not strictly comparable. Let me give you a coacrete example. I recently heard somebody say it is exactly the same thing when a student shows up on campus with a T-sbirt that says "Hitler was right" and another student ahows up with a T-shirt that says "It's a black thing, you wouldn't understand." These are absolutely not comparable. The difference is a voice from the people who slaughtered six million-plus human beings and a voice from people who are claiming a culture with some

pride. Let me give you one other examplc. Those of us who work in feminio scholurship have been called sealth zis. The use of the epithet neo-Nazi shocks me down to my core and makes me ask, Where is history? Where is his--Fliraheth K Minnich professor of philosophy and women's studies at the Graduate School of Union Institute, in the curren issue of The Civic Arts Review

TATELY, I have become aware the mobility has its costs. When trught in China, my classroom moniter Mr. Wei, would greet me daily at dawn. He would meet me at my door and at company me to the college. . . . On morning Mr. Wei was several minutes Inte. "Dr. Lydin, I must apologize to you," he said, "but tomorrow I will not he here to greet you as the day begins For this I am very sorry. . . . Tono row, I will see my venerable professor. He is ill with the cancer. For months, he hus wenkened und now we must stay by his side.

"In China, we love our teachers," he said. "Historically, we have five and died near the villages of our birth. From this came a certainty and trust." He paused and searched for words. "As we grew, with each kind person we met, we were certain to know them for life.

"In our new China we have mobility and progress. We can leave the village. We can travel to the university and, after the university, we can be assigned to distant places. In our new China, studenta may leave their teachers and teachers may leave their students." He shook his head. "Many people will ner er know the honor to sit by the bed of s beloved professor."

We traveled in silence. We both knew that soon I would be leaving.

Finally, Mr. Wel looked at me with earnestness. "In a traditional world, good-bye is a gentle thing. It comes only with the death. In a modern world, good-bye is bold and aggressive. It comes again and again."

He thought a moment and signed. "Is a modern world, Dearest Teacher Lydia, I think much tenderness is lost." -Lydia Minatoya, faculty me

in counseling at North Seattle Community College, in Talking to High Monks in the Snow. An Aslan American Odyssey, published by HarperCollins

OPINION

LETTERS TO THE EDITOR

Who Should Pay for Public Higher Education?

TO THE ECITOR: I sympathize with the concerns for he figureing of public higher education that Illinois State University President Thomas P. Wallace expressed is his April I Point of View,
"The Inequities of Low Tuition."
According to State Profiles 11991). only 6.7 per cest of tilinois state and local tax revenues were appropriated for higher educatios in 1990-91, even igh 76 per cent of all Illinois col-

lese studests attend public universiies in the state. Clearly, quality instruction and scholarship are being appropriations there and in many other states, including my own.

Dr. Wallace argues that we educa-ters should resign ourselves to diminishing levels of state support and finance public higher education by raising tuition significantly. His model" may be attractive to legislators looking for somebody else to assume their state's moral and fiscal responsibilities, but it would be a disaster for students, universities, and

At the City University of New York, tuition as n percentage of the expenditures per full-time equivalent has grown from 21 per cent to 35 per cent in just 10 years. If state budget cuts and annual tuition hikes continue for the next seven years as they ing will provide less than half of CUNY's seniar college budget. In this scenario, cuny, Illinois State, and hundreds of other public institutions will become, by definition, private universities. Do we really want the 90's to go down in history us the decade in which America abandoned public higher education?

Let's look back at how and why his nation created public higher education in the first place. Mnny urbnr institutions were established to educate "the children of the people, the whole people," as Dr. Howard ster described the mission of New York City's Free Acad runy's forerunner) in 1847. Our great land-grant universities were founded through the Morrill Act of 1862, which offered old to states that would support colleges whose curricula included agricultural and technical training. Numerous large public-

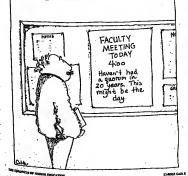
America the scientists and educated eitizenry accessary far world leader-

These orban, land-grant, and pastwar public institutions have all met their historic mandates. With roughly 14 million students in college, 10.8 million of them in public institutions, we have the highest college-going rate of any nation. Our university research in science, technology, medicine, and agriculture has transformed history. As a whole, America's higher-education system is the best in the

Allowing public higher education to decline into a private or even a 'publicly assisted" system would have devastating consequences. Enly for working people, immigmnts,

class families. Economically, we would fail to produce the edu technically proficient work force necessary for America to compete in a global economy. That failure, in turn, would give us higher unemployment und, ironically, the need to spend more state money on prisons and social programs. As former Hnr-vard President Derek Bok once wrote "If you think education is expensive, try ignorance.

Dr. Wullace argues that "much higher tuition" must be charged "in order to collect a greater percentage of the full educational costs from the students who can afford to pay them." He neglects to mention, how ever, that because middle-class sala ries have eroded in the past decade, the parent cohort able to pay full college costs at even the current level has decreased sharply. With a big tu ition increase, more studenta will need financial sid, and far more of it aniversity systems were created af-ter World War II, in order to give than at present, while the pool of people able to pay "full cost" will



callege or system has very few well-

The propasal would do particular harm to minorities and neonle on the caga and New York already have hundreds of thausands of families that cannot send their children ia college on a full-time basis and are not eligible for financial aid. Higher tuition rates for part-time students, sin gle parents, dislocated workers, and returning adults would create enorplained away by calculations bused on projected financini-aid grants to "traditional," full-time students.

Di. Wallace argues that his formula "has achieved the unproprinte correlation between costs and family income" at private colleges. What he that many of our leading private institutians have discontinued "need-blind" admissions because of budget deficits. What a setback it would creases forced our public universities to make the same compromise

Therefore, I must disagree that the best way to finance public higher education is a "high-tuition policy." The best way is to convince our legislators in Illinoia and elsewhere that education is the cornerstone o justice, democracy, and economic told the nation in 1963, "A free nation can rise no higher than the standard of excellence set in its school and colleges," We educators must provide the leadership to translate that vision into reality

W. ANN REYNOLDS Chancellor City University of New York New York City

TO THE EGITOR:

I think Thomas P. Wallace is right on the mark regarding public-college financing. Low tuition for all atudenta at public Institutions ends up providing an advantage to these who least need it, while depriving lower-income students of much-needed assistance. It is time we asked whether this model is realistic any longer. Interestingly. Mr. Wallace advocates a avstem that has been in place at private colleges for decades-"aticker" in closer to the real cost of cetion, but the "cost" to studenta is offset by a financial-aid system rtionnte to need.

It used to be that private colleges charged high tuition, offered private and government financial-aid subsidies to those who could not pay the full charge, and then subsidized the whole thing further by means of and raising. The public institutions charged low tuition and offered large subsidies through tax revenues.

As the article described, this pat-

tem may change in terms of publiccollege tultion. Of course, it has al-ready changed in that public colleges ready changed in that public colleges now are very sctive in fund raising, an arena in which they were nearly invisible 10 or 20 years ago. Much additional income has been directed at public institutions without a balcing increase in public funds directed at the private schools.

The terribly important question de is whether we will in the future be

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MADAME LANIER C"CAMEMBERT IS FROMAGE ") EXPRESSES "ZUT ALORS' TO THE SMALL GROUP ("LES IMBÉCILES" GATHERED IN

BOOM 402

able to discern any difference between public and private colleges, and whether this is desirable

WILLIAM O. BARRETT San Francisco Art Institute Sem Francisco

TO THE EDITOR: Amid formidable economic pres sures, public-higher-education leaders cannot afford to lose sight of the fact that fundamental changes in the way we finance higher education will have powerful political and economic consequences. Approaches that make sense financially may not work well educationally and politically.

t find disturbing the emerging proposals to increase dramstically public-college tuition and base afford-ability on significantly higher fanancial-aid programa. Such approaches are suggested by Thomas P. Wallace of Illinois State University . . . and by Michael S. McPherson and Morton O. Schapiro in their book Keeping College Affordable: Government ond Educational Opportunity. On the surface, the proposals may appear to support fairness and the con-mon good, but in effect, they will undermina the common good and the

Once we shift the fundamental financial rationale for funding public higher education from the state to the student, so, too, do we shift political demands and educational conse-

Envision the politics of a publiccollege system where a subset of students with adequate financial resources is knowingly paying the lion's share of tuition revenues (i.e., the non-discounted market-rate e). Is there any doubt this subset of constituents will, over time, make rester demands on allocation of resources than a corresponding subset of students, whose tuition is almost entirely subsidized? Currantly, slate taxes we pay to-

ward public higher education, as well as other siste-supported activities, are based on our personal resources.
This is where income-redistribution policy works best—not at the micro, fee-for-service level. At this macro level, taxation is a means of redistributing income to banefit the common good. Thus, many of the tax-aupported "goods" distributed by govern-ment are available to us by virtue of our realdency, without fees and irre-spective of how much tax we pay or how much we need, use, or directly

"gnods" often relate to what is universally heneficial to the community K-12 education, most roadways, and free public libraries are examples.

Other government "goods" are provided on a fee basis. This "micro" form of revenue collection presumably compensates the govern-ment for some of the costs related to providing goods and services re-ceived. Common fees are unrelated to income or market considerations to maintaining the common good with the potential for everyone to benefit. Examples: motor-vehicle registration, adult-education classes. and fishing licenses. Such feen are se low enough for universal affordabili-ty, sometimes with special provi-

sions for those in dire financial need. Currently, public higher education falls in this category. A matter wor-thy of further discourse is whether higher education should be among those services available free of charge to citizens "by right." Unfo tunately, the proposals about which I nm concerned move public higher ednestion out of its current entegory toward a more market-rate approach to setting fees. The proposals also fail to recognize that citizens who have already been aignificantly taxed based on ability to pay may revolt at what amounts to yet mother sliding-scale tax, or at least they will begin to lose sight of their stake in a healthy level of state-supported services for the

common good.
Incoma redistribution through tu-Ition, which olready occurs to a great extent within higher-education financing, should not become the primary menna of financing colleges. What seems sound in theory does not reason that aintes got into the business of creating public colleges in the first place was to create more equitable opportuoity. In my view, to flnance institutiona based on students ability to pay will, in the long term. undercut the common good that distinguishes American public higher

DARRYL G. GREER Executive Director New Jersey State College Governing Boards Association Inc. Trenton, N.J.

Selection of chancellor raises important issues

То тне Есітоа: Mary Crystal Cage's article on the new California State University

chancellor is intriguing ("New Chan-Coutinued on Following Page



Letters to the Editor

Continued From Preceding Page cellor of California State U. En-meshed in Fights Over Tuition and Affirmative Action," April 1). There are a few matters raised in the piece this require elaboration

California Assemblyman Richard Polanco ehided the chancellor and the CSU for excluding a highly qualified Latino from consideration the presidency of San Jose State University. Moreover, Polanco ques tioned the decision to forgo explicit csu policies regarding the appoint-ment of campus presidents unil the forwarding of only one name for coasideration by the Board of Trustees. CSU procedures for the selection of a president (Presidential Selection Adisory Committee. Item #91 state that the trustees in consultation with the chancellor will reduce the numher of candidates to a minimum of three. This did not happen.

It may be the early to gauge the chancellor's performance in trying to enhance diversity in the cso. The results of presidential scarches at Californin State University at Northridge and Sonoma State University will provide researchers and concerned individuals with valuable information about any trends or directions

However, two of the most recent presidential searches in the csu raise serious concerns. First, while Latinos are the largest minority group in Cidifornia-larger than all other minority groups combined—and will become one of the largest student co-horts in the csu, there still is only one Latino among the 20 csu campus presidents—appointed eight years ago—and two Latino vice presidents for aendemic affairs (one of them in an acting capacity). Second, the racist comments and innuendos against Latinos that surfaced during the Califomia State University at Fresno and San Jose State University presidential aearehes reveal entrenehed utilitudes of exclusion that continue to impede Chicano/Lntino efforts to achieve executive-level jobs in high-

We have a long way to go before men, underrepresented minorities, and especially Latinos assume their rightful place as leaders in Antenenn higher education. So far it is a tough, uphill struggle!

is it tough, upnill strugge:

ROBERTO P. HARO
Professor of Mexican-American Studies
and Director of Monterey County Campus
San Jose State University
Salinas, Cal.

'Academic guerrilla' draws scholarly fire

TO THE POITOR:

I was dismayed to see a large por-tion of The Chronicle's valuable space given over to coverage of Camille Paglia's recent talk at Harvard t"Camille Paglia, Academic Guerrilla. Relishes Her Role us Feminist Scourge," April 1). Surely, anyone who requires a publicist to organize her affinirs and who appears on the front pages of The Boston Globe is already n cause célèbre.

The space allotted to Ms. Paglia's one-woman show is particularly redundant since news about her exploits is no news at all. We are all familiar with her name-calling, her bogus scholarship, and the laulologies and min sequiturs that she espouses under the heading of a "new" rational feminism.

It is a misnomer to refer to Ms. Paglia as a "feminist." The creeds she sets forth have nothing to do with sexual equality. Furthermore, I canold Bloom as a "mentor" can take such a handle seriously or unseriously, for that matter.

I admire Ms. Paglia for the slick manner with which she has managed her career but not for the way she has hecome the largest grouple of her own myth. She is what she accuses others of being: a self-glorifying nihilist full of her own pufferies.

HELEN WUSSOW IN Professor of English Inphis State University

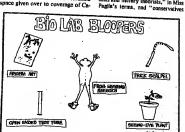
TO THE EGITOR:

To judge by your reporter Carolyn
J. Mooney's burlesque treatment in
The Chronicle, Camille Paglia's position on radical feminists and literary theorists in American academia is evidently extreme, her manner ancientmarinerly and strident, and her matter ad feminem in attacking such well-established exponents of the opposing position as Barbaru Johnson and Marjorie Garber of Harvard, But since Ms. Monney's treatment of Miss Paglin is also substantially ad feminem, it is not easy to say whether one is-which one?-or both are attacking persons more than ques-tioning positions and addressing issues. It would be even harder to know whether there might be a modieum of ment or substance in Miss Paglia's position. ("Miss" is her preference, according to the article.)

It is difficult for a position like Miss Paglia's to get a general public henning without being either programmatically conservative or meshodically polemical. But in turning to breud-and-circuses polemic, cni-les of orthodox theorism in effect join

the majority opposition.

Such demonstrations may help exolain why it is that—while "academe is being corrupted by trendy femi nists and literary theorists," in Miss



are taking control of academic re form"—liberals stand around doin nothing (italics mine). With all the heat in such a Manichaean elimate, it is probably more socially useful as pronounce a plague on both their ship and teaching. There is hone for the future, if not much vendible propaganda for the present.

THOMAS CLAYTON
Professor of English and Classical Studies
Chair of Classical Civilization Program
University of Minnesota at Twin Cities

Students lubby for nurre student and

TO THE EDITOR:

The fact that your publication does not communicate much with the student groups that have a vital stake in the preservation and expansion higher education, and who work actively for its reformation, is borne out by a recent article touching on legislative activity in the State of Wash-"States Wrestle With Proposals for Higher Tuition" (March

The article quotes State Rep. Ken Incobsen regarding a bill that he introduced during the 1992 session that would have raised tuition, a pragmatie neknowledgment of our state's eurreni budget woes, while providing a remarkable, overduc incrense in fimneial-aid funding. Eligibility for aid would expand to encompass middle-class families with incomes up to \$49,000. The article does not point out that Mr. Jacobsen, in coasultution with studeats, worked to remove all tuition increases from his own bill—the consequence being that the bill advanced with tremendous bipartisnn support out of the House in

tives, 96 to 0. According to the article, "Student groups opposed the measure, testifying against it at legislative hearings." This is untroe. My ussoci-ation, the Wushington Student Lohby, coordinates the involvement of student governments at all five of our public universities in legislative mutters. We testified in strong support of Mr. Jacobsen's bill. Increusing tuition was the one stleking paint for Democrats and Republicans alike. Once that section won removed from the bill, the remaining Washington College Promise Program—purely fi-nancial aid—had great backing, dy-ing within the state Senate only because of a lack of time left in the ses-

degree programs, CUNY's Baccalaureate Program has been in husiness since 1971. Although the program is We never believed that our legislasmall in the context of CUNY's 200,000 students, it is large by alterture would increase tuition. Therefore, it is highly inaccurate to write nate-degree-program measures, with that we were working against the bill. close to 600 students enrolled each In fact, we honored Mr. Jacobsen as academie year. Because the proour "Annual Legislator of the Year" for having proposed the legislation. grom's students may take classes at You are more exact when you later identify Robert G. Edie, director of uny of the 18 campuses in CUNY, they can develop programs of study that draw on resources no single campus can offer. Students can olso take adgovernment relations at the Univer-sity of Washington, as being an oppo-nent of the bill. Ironically, only the vantage of the learning opportunitie offered by auch extruordinanty rich resources as the Museum of Natural universities demonstrably opposed it—although they supported the ini-History, the Metropolitan Museum tial element of raising tuition. Mr. Edie states, "We're not willing to say of Art, the Bronx Zoo, the Aquariall new money in higher education ahould go into financial aid." Indeed, um, and the city's hospitals, courts. and public schools, where they take internships, do fieldwork, or comit is the posture of our universities that no additional money should go into financial aid. This in spite of the plete independent research projects. The program serves primarily re-entry adults (7) per cent are over 30), fact that not oven half of those atu-dents eligible for our "State Need Grant," with a family-income cutoff with women making up about 64 per cent of the total students. About onehalf began their studies in community

of about \$12,000, receive it.

During the 1980's, while the attraction college.
Like other institutions that offer dent population in our state actually declined (we rank last among atates in terms of access), the size mature students a chonce to study what is meaningful to them, the CUNY program , has wonderful outcome

1-376

of each university's administration dotn. The retention rate is man; more than doubled-quudnipled in per cent. The program has just a 4.000 graduates, and almost has the ease of the University of Washington. Defending this excess, while per cent) graduated with hoses. disparaging efforts to provide access

We are naturally proud that program has enabled student tinction. And thank you for your heat piece on non-traditir MICHAEL C. T. Bross

for students, is curiously elitist. It

suggests that our justitutions have

lost touch with their missions and

have become obsessed merely with

institutional self-preservation. Are

we as students wrong to expect

Your publication could strengthen

more? Or are we to be begrudged as

its deserved reputation for excel-

cation issues by communicating

lence in the reporting of higher-edu-

Programs for students

То тик Когине

who design their majors

Individualized majors flourish not

only in single institutions such as those included in your Murch 25 is-

sue ("Students Who Design Own

Majors Are Often at the Cutting

Filge"), but also-und, I helieve

uniquely—in a colluborative program

colleges that make up the City Uni-

versity of New York as well as the

One of the nation's older alternate

that involves all 17 undergra

CUNY Gradunte School.

all ubout

merely a diversion of resources?

To THE EDITOR: Susun Dodge's March 25 arish more with the students who, by definitiun, are what higher education is students who design their own BRENDAN W. WILLIAMS Staff Consultant Washington Student Lothy Hlympia, Wash. jors was unforgivably remss and cluding Hampshire College in & herst. Mass., where every shit designs his or her own course study, guided by a two-or three son fuculty committee. Ken he was no early alumnus, and no more lend illustrious careers ada at the forefront of reform and day in every urea. . . .

It's interesting that Dodge the the University of Massiches at Amberst, of all places, as one uniple of this program. Of the man (University of Massachusetts, St College, Antherst College, Mast

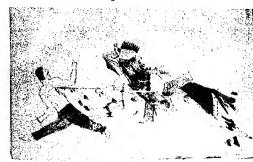
Hnlycike Cullege, and Hampsin . . . the University of Massaches remains the most difficult place students to take advantage d'u diversity of education ava us most students there have now plete several semesters of requi courses before they are allow consider taking un off-campuschi UMass also still does not ace Hampshire's written ev tem in lieu of grades. I'd hardy this cutting edge or resp choice and motivation of the indiv CELIA TI'M

The large volume of letters to the editor of The Class cle prompts this sugge Limit the length, where put aible, to 500 words. In the competition for space, sha letters must sometimes b given preference. Letter may be condensed.

Send them to: Letters the Editor, The Chronick of Street, N.W., Washington 20037. Please include a day time telephone number.



'Ledger Art' Reveals Lives and Rituals of American Indians



By Jean Rosenbhut HIS ARTISTRY by a vanishing race . . . originally cost me several hides of bacon, as Chief Whirlwind was fond of hog-meet, and when he came for a visit and to smoke the pipe of peace and brought me a present-in Indian society that called for a awap."

Samuel Good Jones in 1937 describing how he had come by a book of drawings when he served with the U.S. Army's 5th Cavalry in Indian Territory (now Oklahoma).

The drawings that Chief Whirlwind swnpped for bacon were part of an artistic tradition now known as "ledger art"-drawings done by American Indians in Jedges

books that they obtained from trading posts or military commands Most of the drawings were created by highly skilled artists from the Plains tribes around the time that they were being herded onto reservationsmiddle and late 19th century. The drawings, done mostly in colored pencil, portray Indians' lives and rituals through pictographs-aimple images of people, animals, weapons, and

Two ledger books, including the one that Chief Whirlwind gave to Lieutenant Jones, are in the Oklahoma Museum of Natural History's Ethnology Collection at the University of Oklahoma. The ks may hold the largest number of Plains-Indian ledger drawings outside of the Smithsonian Institution, says the museum'a collections manager, Julie

The university's collection of drawngs also is unusual because the pages still are bound in book form. Most ledger drawings have been torn from the books in which they were drawn because the artworks are ao valuable, Ma. Droke says. Individual drawings have been sold for as much as \$18,000 at gallenes and auction houses.

Plaina Indiana draw pictures in ladgar books as a way of recording warrior victories and courtship

But the real value of ledger drawings lies in what they reveal about Indian life, scholars say. The drawings "paid great attention to detail, which makes them marvelous sources" for the study of clothing, headdress, belts, hairstyles, horse gear, lodges, and other aspects of Indian life, says Mary Jo Watson, who teaches American-Indian aesthetics to undergraduates at the University of Oklahoma. She uses slides of

esides revealing a particular aesthetic and way of life, ledger drawings at a deeper level also depict a value system, says Candace Greene, an anthropologist at the Smithsonian's National Museum of Natural History. Ms. Greene, who dld her doctoral research on Cheyenne pictographic art while at Oklahoma, says that in ledger drawings done by at least one Plains tribe, the Cheyenne, What's placed on the right is considered to be more spiritually powerful" than what is shown on the left. In pictures of warfare, for exampla, the Cheyenne warrior tends to appear

the university's ledger drawings in her

the left; in drawings of courtship, the man is on the right, the woman on the

The origins of Indian graphic art date back thousands of years, Ms. Greene says. The first pictographic art done by American Indians consisted of petroglyphs incised into ellff faces and pictures painted on rocks. As muterials and techniques became more sophisticated, people began painting on animal hides, until skina became acarce with the near-extermination of the buffalo. When American and European trade goods such as paper and pencila became available, the Plains tribes again adapted their techniques to the new circum-

Most ledger drawings probably were done to record triumphs in battle and hunts from the artists' earlier lives, before the Plains Indians were moved to reservations, scholars believe. Scenes depicting courlahip rituals and family customs may have been drawn by younger artists with no victories as warriors

Only men created this kind of representational art, Ms. Greene says. The women traditionally special ized in decorative art, such as geometric paintings on hides or bead and quill work.

The intermixing of pictures by different artists in many ledger books suggests that the pictures may have been drawn in a social setting," Ms. Greene says. She speculates that groups of men might have sat around together telling stories, with one man at a time drawing n picture of, say, a battle being described by the others. When the urtist finished, he might have passed hia drawing around for the others to look at and comment on. They might then have drawn their own versions of the some battle-or a different one-on senarate pages.

The drawings that Chief Whirlwind gave to Lieutenant Jones—"this nrtistry by a vanishing race"—most likely were done by a group of Cheyenne artists in the early 1890's, after Indian Territory had be

come reservation land. But by the 1890's ledger drawings were a dying art form, Ms. Greene believes, since "the pictographic trodition disappeared around the turn of the cen-

LTHOUGH there was a renaissance of American-Indian graphic nrt beginning in the 1930's, she anva, this emerged from an "easel-art tradition"-that is, out of nrt schoolsrother than a "community-art tradition" in which artists learned methods from membera of their own families, villages, or tribes.

·Other experts believe that ledger art did not signal the end of n tradition at all but was simply a transition from the old hide paintings to contemporary art.

Indian art has never been statie. The Indian people always incorporated change into their work." Ms. Watson soys. To her, ledger art is vibrant proof an people."

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Nerheusern University College of Nursing sacks tenure-track end fid-line improvary faculty. Appointments effective September, 1992. Quilifications: Mester's degree in Nursing and carenel Contracts, or significant progress toward e decicasts. Reaching experience in pute pattern. Benching in the generic con RN bacedurates popuras as well as the bleater's program. Rank one skary deposition, 1992 on quilification. Must be deployed for state licensium.

Applications accepted until positions are filled. Thisphone inquiries ad possible. Bend a curriculars vides to Dean Ellaen Zungold. Northeastern University College of Nursing, 102 Robinson Rail, Boston, MA 62116. Northeastern le en Equel Opportunity/Affirmative Atlan, Title IX University.

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UNIVERSITY OF MINNESOTA

The Division of Epidemulogy, School of Publir Health, University of Minureous, seeks a full-time tenure or tenure-trark Assurant, Associate, or Full Professor for an academic position of teaching and research m its cancer apidemiology program.

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Applicants shall send a letter of application, current vita, and a list wint less time references to Dr. Jack Golfland, Division of Curriculum and institution, School of Education, Winthorp College, Ruck Juli, SC 29733. Complete position descriptions are available upon request. To ensure sell essellations, applications should be postmarked by May 18, 1992. foli consideration, pripriactions mount or postmanacco by may in, 1772.
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The Division of Epidemiology, School of Public Heeliti, University of Minneso-la, seele a full-direc tenure-track Assistant Professor for an academic position of isaching and research in its cardiovascular disease epidemiology studies. Separating and research in the cordovascular classes epidemiolar positions. Specific requirements for the position are: 1) and MJ, with training a midles. Specific requirements for the position are: 1) and MJ, with training an independent properties of the conference of the classes applications (specific classes applications). Primary criterion proporties are sufficiently of the conference of the classes application (specific classes applications), a relevant contract of the conference of th

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Senior Faculty Position **Hiatt Professor of Education Jacob Hiatt Center for Urban Education**

Jacob Hiatt Center for Urban Education

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Jacob Hiat Center for Urban Education. The Helt Lener promets textand ediministrate subsheals is, text-en-ensurers reministra and inslutes, inelegiton-board, and Interdisciplinary reserves to un than schooling. The candiation must show a record of publications can text-ending that demonstrate
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Sarah Michaels, Director Jacob Hlatt Center for Urban Education Clark University Worcestes, MA 01610-1477 AA/EOE, Minorities and women encouraged to apply

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■ Electronics Instructor - Fresno City College

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Carpet Installation Instructor - Fresno City College

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Employment eligibility verification required, lennicration Reform and Central Act of 1986.

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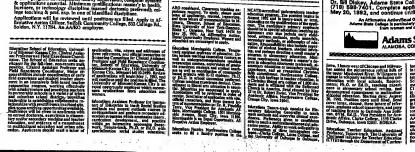
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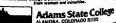
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FUNDRAISER

Executive Director of Development **Academic Computing** Academic Computing Radial Useverist increase splications and continuous for the resistant of Parameters of the Parameter Computing. The Olectron of Academic Computing Computing Parameters of the Parameters of

BULLETIN BOARD: Positions available

age budges.

A mattri degree in Computer Science, Information Systems, or a related area and injusticent experience: in managing and planning for sciedenic companing rectinology resources in a network of distributed computing environments in sensuals. The candidate must have extensive experience with the fulls operating system (perfect aby with base OS) and TCVIPII networking. Knowledge of multimerias, common academic software (such ar Mapir, SA, SSS, SSS, West, West Co.). Microsition theroworks, and PC experients in desirable.

545, 5185. WP ecc.). Miceinoth networks, and PC eystem's a constant. Pedided University in a comprehensive recludational state institution with 920 medest. The University offers barbelor's, master's and effectational specialist degree. The compute is stituted unture the late higher dominant formy-free miceinoses and the state of the period of the period of the period polytopic period of the period of the period period and a swall-bell polytopic period period period period period period period period reperiod. The salay is competitive. Considers of qualifications and confidence may end titter of application, returned, montegrabasta and grad-

Dr. Steven R. Ponius Chair, Director of Academic Computing Search Commutee P. O. Box 6940, Radford University Radford, Virginia 24142

Review of applications will begin May 12, 1992 and continue until position is

Radiard University is an equal opportunity, affirms tive action employer.
Woman and missortice are encouraged to apply.

Decids University of Miessaut In ceeding experienced applicants for the motion of Decider of Badget. The Observe of Badget Provide distington Programme of Badget. The Observe of Badget Provide distington Programme of Badget Provides, and Catalogue and Ca

planning/sudget process.

(DALITECATIONS A Bachalor's Dagree in Accounting or business Administration is required. Managerial experience in a Budget Office with operations in an elecutional setting is highly destruibe. Vaable candidates must lawer 1) deconstrated knowledge of general accounding principles (1) of the process of the pro

subquier Saus; and a J good use am compition.

Salary and benefit package am compition is July 1, 1992. Screening will commence on short 39, 1992, but nomination and applications will be accepted for consideration until the position is filled.

APPLICATION PROCESS: Send 1) letter of application: 2) current re-sume; and 3) names and addresses of three references to:

Personnel Office Lincoln University 102 Young Hall Jefferson City, MO 65102-0029

Transcripts and three (3) letters of recommendation will be required of all

DIRECTOR OF BUDGET

Lincoln University

of Missouri

(Code # 0104)

RADFORD UNIVERSITY

Director of

NEW YORK CITY TECHNICAL COLLEGE FOUNDATION

The City University of New York

Applicante ehould be sup-rianced in annual giving, special events, corporate and foundation relations, and major gifta. Experi-sion experiments of gifta experi-picante ehould have bacha-tor'e dagree, a minimum of tive years' fund-releting ex-perience, atmong managari-el skille, and excellent communication and with

The director is responsible for plenning, implement-ing, and evaluating a com-prehensive fund-raising program for New York City Technical Collaga and its

The position reports to the president of the college and to the chairperson of the foundation. Salery is

Sond letter, réaumé, salary history, salery require-mants, end writing semples to: Me. O. Seunders; N.Y.C.T.C. Foundetion; 300 Jey Street; Room N308; Brooklyn, NY 11201. Appli-cation d'eadline le Fridey, Mey 8. EOE/AA.

New York City Technical College Design Laborate of Sept Sept

Leadership Opportunities in Central California

MANAGEMENT POSITIONS:

■ Director of College Activities - Fresno City College

SELECTION CRITERIA: Includes a master's degree, estent of experience in prations requiring public contact; extent of experience organizing group activates; extent of experience preparing and reampling budgets; extent of fund randing experience, extent of experience annihing with individuals of various cultural backgrounds.

of expenses, containing with individuals of a amount cultural backgrounds.

DUTIES & RESPONSIBILITATION, Under the greated adversion of the Dean of Students in expensible for correlation and coordination of the Cultigac Center, develope and impresses student the artivatives: Sections works in the Cultigac Center, develope, and impresses student in the artivatives is choiced, sevents in the Cultigac Center, develope, containing the section of training the control of t

COMPENSATION: Select is \$54,660 to \$68,880 based on amount of experience ## Associate Dean of Instruction / Technical-Industrial Division – Fresno City College

MINIMUM STANDARIIS: Includes e reaster's degree in any recupa ited area or a bacindor's degree in any occupational or technical area and a resister's

DITTIES & DESPONSIBILITIES: Recurrenceds to the deep of lastriction INVITED & KREPTUPSIOLILITIES, Recurements to the date of lateration schedules of teaching assignments, class and room easignments; monitors the enrollment in clasers and reades adjustments as appropriate according to registration trends and final damands: serves in a fisison capacity between the faculty of the dissistion and the

edministration.
THE DIVISION: Over 35 programs, 40 bull-time instructors and 80 pert-time staff members. Included in these offerings are the Food ASSET and General Motors ASSEP manuscolve programs, automated keepings with an Advanced Technidopy Center, a revirce of apprentice-thip programs and e seldermal continuction program. Additionally, the division houses that Policies and Ever Advanced treatment and the programs are programs. open entry Vocational Truning Center.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plan

University of Maryland College Park

Libraries

LIBRARIAN I

BIBLIOGRAPHER FOR THE LIFE SCIENCES

The University of Maryland College Park Libraries invites applicadors for the position Librarian I, Bibliographer for the Ule Sciences. une position Lubratan I, Bissiographies for the Ule Sciences.

REFONDABIENTES Fruide of letter, support for campus exacting and research by developing theng collections for Animal Sciences, bottan street, and and Agrichituals Sciences, format Sciences, bottan street, and and Agrichituals Sciences, format sciences of the street, and any science of the street, and any science of the street, and the science of the science of

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QUALIFICATIONS: Requind: AIA accredited Massir's degree in Library Science. Graduate dispite in the general Library Science. Graduate dispite in the general, inlant. Residue or Spenith. EXPRESSED Required (Maritum productions) and the general configuration of the control of the general c

rication nitible.

ARALARY, 319,702 molecure. Salary corremensurets with experience. Excellent benefits. For full consideration, subret résumé and names/addresses of three mierones by June 30, 1092. Applications will be accepted uposition to filled. Send résumé to 18 yeurs, product, Fenomes internat. Dans 2014. The Conference of the C

THE UNIVERSITY OF MARYLAND IS AN AFFRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER, MINORITIES ARE ENCOURAGED TO APPLY

Starting Date: 7/1/92 Filing Deadline: 6/1/92

you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or coll them at (209) 226-9720.

DEPARTMENT OF DEFENSE POLYGRAPH INSTITUTE

Full-Time Research Positions Available in Physiological Detection of Deception

STATE

CENTER

COLLEGE

COMMUNITY

The Department of Defente Polygraph Institute (DoDPI) is currently looking to fill three positions two GS-11 positions, Sainey Bangas \$32,433-442,186; and one GS-13 position, Sainey Bangas \$45,218-60, 276.

Persons applying for the GS-11 position should have treiting and experience in the use of Saintista, comparison enabled physiological calls collection, and

resears h design.

Persona applying for the GS-13 position should have training and experience as listed above as well as the ability to engage in and develop independent

research.
The institute is currently conducting passanch on cordiovescular measures and physiological detection of decopilor/conceiled information.

Context Dr. Barbane Cention, DoBy (200) 884-6894 for more information. Descriptions for cyclication or to information conducted SF-171's in Coffm., USACALSAMCONER,* ATTEX ATSYLCPR, Pt. McClellan, AL 36205-5000, PCC-Area Margin.

CLOSING DATE: May 15, 1992.

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EMORY UNIVERSITY

Director of Student Activities

Emory University seeks applications and nominations for the posi-tion of Director of Student Activities. A major research university located in Aldenta, GA, Emory Includes a liberal arts program in tha college, a Graduata School of Arts and Sciences, as well as Profes-sional School.

slonal Schools

The Director of Student Activities acts as Assistent Dean for Campus Lills and seports to the Vice-President and Dean for Campus Lills and seports between the Campus Lills and seports between the Campus Lills and Lills a

coordinate social evenia.

The Director oversees Volunteer Emory, a student-led volunteer program, and the Office of Gay, Leabian, and Bissoual Student Life. For or sha has supervises two other professional staff presense within the Office of Student Activities, with attention to their professional development. Other aspects of the professional staff preparation and eventopment. Other aspects of the prosilion include preparation and presentation of the department budget, participation in Division and University-wide committeer, and non-transferd visib hard.

To apply, submit e résumé and cover letter to:

Barbaia A. B. Patterson
Chair, Director of Student Activities Search Committee
Drawer PP

Emory University Atlanta, GA 30322

APPLICATION/NOMINATION DEADLINE: MAY 22, 1992 APPLICATIONE/(OBJECTION)
This cover letter should include such lems as search interest areas, description of successful progremmatic models and philosophies from applicant's susperionee, and training and skills involving issues of diversity. Three to five years of experience in the field of Student Activities required. Ph.D. preferred.

EMORY UNIVERSITY IS AN EEO/AA EMPLOYER

Assistant Director

Tire College of Arts and Sciences to seeking to fill a full-time Assistan Decease position in the Admissions Office, with a starting date of August 1

dant Director recruits applicants from sasigned geographic as-thuirs the Selection Committee for those regions. The Assistant says as in sportant role in the recruitment, selection, and advisting as of color for the Cotlege. This position is easo responsible for ingle or-camping recruiting, and integranduals academic advis-

Melica si sould have a minimum of 3 years' experience in admissions, in the control of the cont



GRANTS **ADMINISTRATION**

Gronts and Contracts Administrator. Colliorate State Los Angales, University Assellary Services is seeking on experienced Gronts and University Assellary Services is seeking on experienced Gronts and Collices and Collices and Collices and Collices and Collices. Seeking the Colling Coll EOE/AA/Title IX Employer.

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English-Tentim track position, mak open.

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of specialization; renders and contemporuly filterature. Billy to leach courses in
on-western literature is gibte. Ph.D. re-

HEARTI AND COMMUNITY COLLEGE Director of Institutional Computing

This newest community college in Illinois is accepting applications for the position of Directus of institutional Computing. We are seeking an enhancement of the control o

assisted, a sentinguise to place that, and the duting the trans were all with a time to the control of the con Application: Letters of application and resumes should be sent to:

Coordinator of Human Resources (Interimt Heartland Community College 1540 Fast College Avenue Normal, IL 61761

Review of applications will begin immediately and continue until the posi-tion is illed. Heardand Community College is an Allimative Action, Equal Opportunity Employer. Woman, minorities, and the disabled are encuur-aged to apply.



DIRECTOR OF FIELD EXPERIENCES

Special Education Faculty Position

SPECIAL EQUICATION FACULTy POSITION

In School of factorism next a unique, interest direction of the regions of the state of the same of decision in Special Education Engineeries in interesting in Engineeries and an arron of decision in Special Education Engineeries (and the same of the same o

Dakota State University it located in Madison, Smuth Dakota, approximately Streetles, northwest of Slous Fells in the southern lake motion of the state.

Submit e letter of application, vale, and names, addresses and telephane manibers of thus references to: Cheli, Discolor al Field Experiences Search Committee, Se hood of Island-tian, Dakeas State University, Madison, 30 S7042. Comidetedin of applications visit begin May 15, 1992, and will comisse until the pathline in filled. Disabled applicants ore invited to identify any necessary accordance application process. DSU is an equal apportunity erectioner.

College of Engineering UIC The University of Binois

iesponstalities include: overall administration of staff, development and implementation of accordinate and program prelations, including relations and program prelations. Comclusive diagner plans minimum (three years' experience in student)

swammon. Canduate degree plus min three years' experience in student personnel or inkinum two years experience in administration required. Experience working with African-Ame Latino, and Native American students The prevented starting date is Fell 1992. Review of applications begins June 15. Forward materials to:

Chair, Sesuch Committee for Director of Minority Affaire College of Engineering (MrC 159) The University of Minoria of Chicago Box 4348.
Chicago, Stanola 66600

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DIRECTOR OF

ANNUAL GIVING

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DIRECTOR American Academy of Vursing (AAX

AN ORGANIZATION YOU CAN WORK FOR WITH PRIDE

We currently have an excellent full-time opportunity available for a well-organized, highly skilled professional a our new headquarters in Weshington, D.C.

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Reporting to the Executed Director of the Ametes
Nursea Association, you will be accountable for all opening
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health policy ministers on the accelercy.

Successful candidate will be a Registered Nurse with Succession canolistic will be a Registered Name with Doctoral degree and 15+ years of nursing experience has leadership position demonstrating nationally recognised acholisty achievements, health policy experience and success in fundrating. You'll also have extensive knowledge also in fundrating. You'll also have extensive knowledge also searce, health policy and health care delivery lessons also reduced to the company of the company of the reduced practice as well as upporter interpressal communication, and writing skills.

Interested and qualified applicants should forward a sume with salary expectations to: Mary Osbourn, 600 Map-land Ave., S. W. Sulte 100 West, Weshington, D.C. 2024.E01 M/F/H/V.

COORDINATOR/DIRECTOR Student Development Programming

Franklin College

Will coordinate.nchibles in connection with a new campa-ride po-sonal development program designed to enhance should be used of currol trees and enfance, career preparedness. Medical-pers of currol trees and enfance, career preparedness. Medical-pers of the control of the control of the currol of the currol Recquires very strong apparaturious shalls, tomologic of bosses and controllers to bright care to tree the control of the netter of the controllers of the currol of the controllers and and controllers to bright calculation. We seek a person who can calculate with only a swaley of a considered groups within end stabled and controllers and controllers of the restriction. A Societies' as swaley of a considered program with the calculation and co-certricals safetying of the institution. A Societies' as tagged an any opposite discipline is regulate feel to a Societies of the consideration in the consideration of the shallows controllers and the consideration of the shallows of the shallows controllers and the consideration of the shallows and the controllers of the shallows and the consideration of the shallows and the controllers of the shallows and the controllers and the consideration of the shallows and the controllers and the cont

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E. Phonros St., Trankflo, 18 4(6):51. Applications received by May 15s.
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Frunklin Cullege is committed to a policy of nonflectulation of the basis of cular, handlens, and e-tellplan, see, end national engine may of its programs, offerings are in its employment procines. Women and influenties we encouraged to apply. *******************************

Director of the Library

Lead a team of energedic professionals as we astonale, dealign, and construct a new library facility. If you havi-master's degree in library actioner from an AlA-approvid school and the requisite experience and personality, you might be our personal Application system the bags as May 15, 1992. For more information, write to:

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RULLETIN BOARD: Positions available



Management Staff Positions

The American Assembly of Collegista Schools of Business (ACSB), the prolestional association and exceedings agency for collegiste business aduction, seeks additional staff ameribore to establish the implementation of its new accreditions business.

Consider standards.

Possession at staff position to supervise training development and larghestimate staff position to supervise training development and larghestimation for all especies of accreditation. The Individual will work closely with volunteers, other staff immehres, and consultants to create training programs to acquestin tev-lowers, committee members, and school representations with the philosophy and practice of the

ner standards.

Datted qualifications include master's degree; excellant communica-tion sidils (writing, speaking, and listening); demonstrated project or-getization and management abilits experience with executive or pro-testional aducation. Position to be fulled as soon se possible.

feational aducation. Footbilon to the filling das soon see possible. Professional self proteins to saids the evidentisetion of IA/CSB scorelistion. The freidotical will work closely outly volumers and the second of the contract of the contract of the contract of the contract of the process to manifest secondarion end to create said to help-choosi understand the standendes. The hashifestal will become part of the stell process to manifest assemblishes one dio create and the process to manifest assemblishes one dio create the contract of the contract of

Position in the filled duly 1, 1992.
Slary commensurate with quellications and assperience; excellent benefits.
Send letter of application, résumé, and list of three references by May 8 to
Director of Accorditation

ACSB

AACSB 605 Old Balles Road, Suite 220 St. Louis, MO 63141-7077 AA/EOE

HOLLINS

DIRECTOR OF THE ANNUAL FUND

Holius Collage seeks qualitied cendidate for the position of Olinctor of He Annual Fund, Hollins is a selective liberal arts institution located in Roanoke, Vigilial with a lotal student pupulation of J. (200, of which 770 are undergudue women. The Annual Fund raises in excess of \$1.3 million of unsated funds each year, with rower 40 percent alkname participation.

matte latin early sear, with over 40 porceré atomas pericepianos. The Directo les responsible for a comprohenire Annual fund proposan in-cludes developing, emplementing, and covalutating personal radicitation at the proposant period of the control of the control of the con-posant period of the control of the control of the control of produc-nity, crashiny, and stafforduneters motivatans; writing and communication of the control of the control of the control of the control higher education experience preherred. The Director will be key in position-ting the control of the control of the control of the control of the property of the control of the control of the control of the control of the property of the control of the control

Letters of interest, resumes and personal references should be sent by May 15, 1992 to:

Hollins College is an equal opportunity empluyer.

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UNIVERSITY OF TENNESSEE

Director of Administrative Systems

Qualifications include B.S. degree in Accounting, Firmace, or closely misted faelt: separations in competentized cest sectionality, land accounting, and subgrainments and section of the Confluence counting, and subgrainments and supplied. Apparties of the Confluence date must exhibit a scallent managerial, statedia, subplied, expandicated must exhibit a scallent managerial, statedia, subplied, expandicated must exhibit a scallent managerial, statedia, subplied, expandicated and subgrained scale in Account productions of the Confluence of the Conf

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Roview of applications will begin May 13, 1992 and will centitude until position in filled Submit lotter of application, résumé, and three pruies

Dr. Sem C. Ollis, Cheir Search Committee University of Tormossee University Eventing School 481 Communications Outbilling Knoxyllio, TN 37890-1341

UTK to on EEO/A A/Title 1X/Section 504/ADA Employer

DIRECTOR OF EXTENSION SERVICES

Description of the Community College is unrently sending applicants for the position of Director of Estassion Services. The Director is seconding spoil counts for the position of Director of Estassion Services. The Director is seconding spoil counts for the position of the College is unrently sending public services. The Director is under the College is under the

CONTROLLER Marymount Manhattan College

Maymoun Mashatan College is currently seeking a highly qualitive of the control Chemical Oceanography

Duties include [1] analysis of sessionist for major tons, haze signments, hypothesias and coone, (2) performing indipendent research on this influence of consistent on chemical speciation of sessions and 31 computer modeling of results. Requires M.S. in Chemical Observance on the consistent of the c subs. Requires M.S. in Chemical Obas-gopshy with capabilistin in storets ab-sorption sport templatormenty. (CPMS-selectromolytical chamsing and comput-re reorganization, Oblinations past to before a programming to the computer of the properties of the computer of the computer sport in correspondent with the filting of an application for permanent Labor. Certain don, 400 certain #FL 095/PSIO. Certain May 1997 and 1997 and 1997 and 1997 and May 1997 and 1997 and 1997 and 1997 and May 1997 and 1997 and 1997 and 1997 and May 1997 and 1997 and 1997 and 1997 and May 1997 and 1997 and 1997 and 1997 and May 1997 and 1997

Florida Institute of Technology

ASSISTANT DIRECTOR OF HOUSING FOR RESIDENCE LIFE

The Assistant Director of Housing for Raddence Life serves as a member of the sealor management team and a isaponsible for all sederons life Linctione in the eaddence life Linctione is the eaddence life Linctione is the eaddence when the Linctione is the Content of Linctione is Student Personal, Counseling, or related field with they sear post master's experience in Student Sentices supervising problemsional apport after fluid ethorisative services when the Linction exists, and there eather on the Linction exists, and there is eather of commitment to co-curricular and multicultural education.

and multicultural education. The successful conditions are designed to the Climaton of Housing, and assumes exponsibility for delivery of the Residence Uile program including coordination of the reculturent, selection, supervision, training and evaluation of two Area Coordinations, several Assistant Area Coordinations, but Resident Menegars and COR Patiental Assistants. In addition, the Assistant Direction is supported to the Assistant Direction is supported to the Assistant Direction in supported to the Assistant Direction of the Paperiology 4 900A course, and diston with other campus offices. Those responsibilities should be performed in amanus witch complishment the breaker metalion of Georgia Roch to provide a high level of student survice in resort actions residing.

As Georgia Tech prepares to be the Olympic Village to the 1996 Centannia Summer Olympic Gemes, the residence hall system will append from 4500 to 600't beds by July 1, 1985. The seldence hell system is currently undergoing drametic changes focused on creating detection shaden support systems and integrating seedantic and aducational experiences throughout the system.

Position aveilable, June 1, 1992. Applications accepted until position is useful to the little of Interest, resume, and names, addresses, and phone numbers of three references to Ma. Mary C. Heynes, Office of Human Resources, Code: MCH80, Georgia Institute of Technology, Materia, 64, 30323-0435. Georgia Technologia Competitive selaries along with an outstanding benefits package. Georgia Tech is en Equal Opportunity, Affirmative Action Employer. Women and minorities ere strongly encouraged to apply.

Georgia Tech

ALCORN STATE UNIVERSITY

Internal Auditor

Alcom State University is sealing a highly compatent internal outflor who will be responsible for conducting internal outflor at the university. The accessivity condidates will report to the university president. The internation qualification for the position are a boscholor's degree in accounting or business management, loss year's reposition in province in province in province industrial province in the province in the province in the province of the province in the provi

Dr. Franklin D. Jackson, Chairman Search Committee for Internal Auditor Post Office Box 210 Alcom State University Lorman, Misskeippi 39096

MY, NY 1021 .

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Drexel University DIRECTOR OF UNDERGRADUATE ENROLLMENT

Dreawl University ancks applications for the position of Director of Undergraduate Enteilment (including freshmen and transles audents). The Director will report to the Vice Provosal for Enrollment Management and will manage one of two nayor components of the University's entailment program (the minha forusing on part-time and produste students).

Proglem (the rithes forusing on pirt-time and graduate stidents). Dreed is a prosit surievally, founded in 1861. A phones conceptable education since 1910, Dreed on parties on so if the largest core program delegates and comprises the collection, surievally and decical degrees and comprises the collection, the control of the collection of the colle

The successful candidate should demunstrate competence in the follow-ing areas:

- Ing seas.

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Dread University is an equal opportunity, affirmative action university.

EXAMINATIONS DIVISION

At the American Inellitute of Certified Public Accountents, our Examinations Division offers an exceptional opportunity for qualified, well-motivated CPAs to assist in the preparation of the Uniform CPA examination.

The successful candidate will have a proven technical background and extensive experience in sucting and accounting principles and predices as well as suc-lant communication and editing edits. The ability to work well with professional committee is essential. Advanced degrees required; Ph.D preferred.

Advanced cogness required, risks pressured.
We offer a growth oriented professional environment
and visibility of national ecope, pitus a competitive
selary and benefits. Sand your resume, including
salary requirements, to: Recrutting Administrator,
Human Resources Dept. TM444.

American Institute of Certified Public Accountants

1211 Avenue of the American New York, NY 10036

An equal opportunity simpleses This division will relocate to Jersey City, NJ Summer 1992

15. 1992. To apply, rend letter of applica-tion; curriculum vince; names, addrasces, and inlaphone numbers of these rehrences to Dy. Esting M. Losa. Chair. Descinasts (Collean of Honor. Descinasts 1922. ESC ESCA. Institution.



DIRECTOR INDIANA UNIVERSITY CENTER ON PHILANTHROPY

Indiana University-Purdue University at Indianapolis (IUPUI) seeks a Direc-tor for the IU Center on Philanthropy to replace current Director Relieft Payton who plans to retire from administrative duties upon completion of a live-year term ending June 30, 1993.

live-year term ending ince. 30, 1993. The Caste on Pallstandary is a comprehensive, academic, research and public service until becamed within the US School of Liberal Anni al LUPUI. The public service until becamed within the US School of Liberal Anni al LUPUI. The public service is service in the effects and value of the philatelings of the public service in the public service is service in the effect and value of practices of fined palsing, giving, and voluntary service. The Liberales was service in the public service of the public service in the proposed proposed and public service in the public service in the control of the collection of the colle

Candidates should have appropriate academic credentials and experience relevant to the intellectual work of the Center and administrative credentials and experience relevant to the development of the Center.

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FLORIDA INTERNATIONAL UNIVERSITY

University Registrar

Florida International University seeds applications and noninations for the position of University Registrar. FIU is a public, multi-compus, com-prehensive university with an enrollment of 23,000 Students. Located in Mona, Florida, the student body and employees represent considerable directly within a nutili-cultural, urban environment.

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r of application, résumé and the names, addressee and telephone of three references postmarked by May 26, 1992 to:

Cherles L. Tinder, Chair Registrar Search Committee University Park, PC 522 Florida International University Minmi, Florida 33199

ADMISSIONS

Camogle Mellon University is currently seeking an Admissions Counselor, This candidate is responsible for the identification, rectlument, servicion, and serrollment of new undergreduate. Counselor of the identification of the country and the interest of the interest of

Quelificellons include a Bachelor's degree or Quelincetions include a baccinion is usure or equivalent experience, excellent orel and written communication skille, end willingness to trevet are required. Proven ability to work with high school students and/or previous admissions ex-perience is preferred.

Carnegie Mellon

Send reeume reterencing Job #5385 to: Cernegie Metton University, Employment Office, Smith Heti, Pitteburgh, PA 18213-3890, An Affilmelive Ac-tion/Equal Opportunity Employer.





Georgetown University Medical Center Coordinator of Curriculum For Problem-Based Learning New Position

Georgetown University Methical School Is seeking a Coombinator of Cornectium to assist in the planning and development of the implementation phase of Problem Based Learning (PBL) in the little two years of medical education.

Using broad guidelines provided by PBL laculty committees and the deans,

developing and managing educational resource material for PBC.
 directing the newly formed Office of Problem-Base (coarsing, a Loodinating and staffing faculty planning groups leaguing the new Corre-

Sexuali Committee for PBL Countinator William Ayers, M. D., Chair Georgetown University Medical School 3900 Reservoir Rd., N. W., Ruom NW112 Medi-Denl Washington, O.C., 20037

Starting Date: tuly 1, 1992, Application Ocadine: May 38, 1992. Georgetuwn University is an equal upportunity employer and is committed to diversity moons students, staff, faculty and administrature.

Assistant Director for Gift Aid

ASSOCIATE DIRECTOR OF ADMISSIONS

Alfred University

Director of Administrative Services University Relations Division

Planning and supervisory responsibilities for records management operations for a major division within the University. The University Relations Division is responsible for programs that support the University's strategic plan in Public Relations, Alumni-Parent Programs and University Development. We are looking for a professional with demonstrated experience, a high energy level, and a commitment to the attainment of personal and team goals. Candidate should possess skills to meet or exceed the following characteristics or

- Highly organized
- · Supervisory/leadership experience
- · Ability to analyze data and prepare reports
- · Coordinate travel Supervise electronic and paper records
- management system
- Familierization with the workings of an Alumni/Development database
- Strong verbal and written communication skills
- Demonstrated proficiency with keyboard
- Prospect research
- Support overall operations for the Division

Experience in Alumni/Development operations and A.R.M.A certification will be beneficial. Salary

Alfred University, ranked as one of the nation's best small comprehensive colleges, is located in the beautiful Finger Lakes region, 40 miles west of Coming in upstete New York.

Consideration of all candidates will begin May 1, 1992 and continue until the position is filled. Send letter of application, resume, and the names of three references to:

Dr. William F. Stenn Vice President for University Relations Alfred University Greenc Halt Alfred, New York 14802

AA/EOE



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Thomas I. Watson Ir. Institute for International Studies

Director

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Watsim Institute Directorship Search Committee Brown University

To receive consideration, applications chould be received an later than laby 15, 1992; but the search will remain open until a sulfable candidate is selected. Brown is an AAPEDE employer and especially welcomes appli-cations from warmen and minority candidates.

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BROWN

UNIVERSITY

PLANNED GIVING OFFICER

Union Theological Seminary in Virginia

Union Trackogical Seminary in Wriginia is seeking a Planned Cwing Officer for exceptable and Planned Cwing program. The Planned Gwing Officer is responsible to the Seminary of the Seminary o

- Antest planned giving michiques for Union Theological Semi-Antest planned giving michiques for Union Theological Semi-erated and present control of the Co
- Assist with development of seminar materials and present seminars on occasion to alumni, leculty, stell, churches, and friends of the seminary.
- the seminary,

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- Perform other related duties incidental to the work described herein.

Consideration will be given to condidates who have the following skills and consideration will be given to condidates who have the following skills and comments with involvement to plantaction and strength of the construction of the construction

Send essumes by May 22, 1992, to:

Oirector of Development Union Theological Seminary in Virginia 3401 Brook Road, Richmond, Virginia 23227



SYRACUSE UNIVERSITY **COLLEGE OF NURSING** NLN Accredited Programs

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Synacuse University Collage of Nursing has an opening for the post-tion of directural Recruiter. Responsibilities include design and innote-cut the Collage of Nursing Gradusia Recruitment activities. Control Recruitment Collage of Nursing Gradusia Recruitment activities control Recruitment (Collage of Nursing State of Nursing

opilication deadlins is May 27, 1982. Pleass sand cover letter and urrent resums to: Office of Humas Resources, SYRACUSE UNIVER-ITY, Skytop Office Bidg., Syracuss, NY 13244-5300.

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INIVERSITY OF MARYLAND COLLEGE PARK LIBRARIES

Associate Librarian II

Maps and International Documents Librarian

The University of Maryland College Pask Libraries invites applications for the position: Associate Librarian II, Maps and international Decements Librarian.

ments Libertan. RESPONSBILLTIES: Provide research and reference assistance in the Government Documents/daps Room, including work with markinize-reatible databases and Liberty instruction; collection management re-sponsibility for the maps and inhemational documents collection; assistant in the unit is suitainence of the standards of the Icelard depository.

ing in the suff's mannementers of the stendards of the federal depository. QUALIFICATION Required: Also exercitied Meter's depose in 1-berty Sature. One year's professional experience: reformers associates: to professional composition and maintenance of U.S. federal govern-sal antitutely with organization and maintenance of U.S. federal govern-sal antitutely with organization and maintenance of U.S. federal govern-ance of the composition of the composition of the composition and/or maints depository Basays seprence with associating declarate Informa-mania depository Basays seprence with associating declarate Informa-natures and adultson. Described Subject experience on companiely and the composition of the composition of the composition of the SALARY SESSOR minimum. Subsey commensurates with experience. Seclicate Lemilas, For full conductivests, unboult relations and namewood-densess of three references by June 1, 1922. Applications will be accepted letters of the composition of the second of the composition of the Description of the composition of the composition of the composition of the Internal Composition of the Internal Composition of the co

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DIRECTOR OF STUDENT ACTIVITIES University of Houston-Downtown

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DIRECTOR OF **HUMAN RESOURCES**

Desired Qualifications: Personnel work experience in higher education

Femiliarity with in-service and staff

Selary Renga: \$44,789.54-\$64,943.96

Applications, 195,04-304,045,98,99
Deadline for applicatione is Mey 22, 1952. Kennalisen and opplications should be sent to Mr. Robert Cruz, Cheir, Director of Human Resurce Search Committes, Jarsey City Source College, 2008 Kennady Boulevert, Halpburn Hall 314, Jersey City, Na 07358

Jeray City Siele College Invites explicates for the position of Director of Human Resource to begin July 1, 1992. The position is respectible for sit ospical of preserved admissibles withing, sellory and companies from singered and human resource development. This pation sports to the Vice-President of Admissipation and Finance.

Minimum Oualifications:
Maaters Degrae in a raleted erse with significant emphasia in contract management, ways
and salety administration, AVEEO and other
raleted human resourca areas. At laest tiva yeers progressive experience in parsonnal administration or employee relations.

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Condinator of Human Resources (Interim) Heartland Community College 1540 Fast College Avenue Normal, IL 61761

Review of applications will begin immediately and continue util the pa-tion is illect. Heardand Cummunity College is an Affinative Acta, Fa Opportunity Employer. Women, minorities, and the district are case-aged to apply.

sion, Equal Opportunity Emissions, Manice, Suphiestern Oklahoman State University, Climetees el Bandr, Mugas; r'depure requierd, doctorate and pathies, ethool teaching experience preferred, Primary teaching experience preferred, Primary Bands and Choren Band, seachine institutional participation and pathies tratteringues, and aspected music. Other duffice required to the conference of the property of the proper

OFFICE OF STUDENT LIFE FLORIDA STATE UNIVERSITY

Assistant Director, Student Affairs

The Assistant Director assumes primary responsibility for all artibilities related to statest nevelopment and residence life in hocker with analytic related to statest nevelopment must residence life in hocker with analytic related to the property of the

OUALIFICATIONS Missics degree in appropriate area of specinitza-tion and two years of appropriate experience or a Bachedr's degree in appropriate area of specialization and four years of appropriate experience four years of appropriate experience four years's related experience from your of propriate experience four years's related experience in housing and of haster's riegree are essentials. Sarting date approximately July 6, 1952. SALARY Range is \$25,810-946,500 plus herefits. Hiring is onlicipal-ed to be of or near base.

Florida State University is a comprehensive research institution of 29,000 students. Over 5,000 students one housel in on-compute residence halls and apartments.

To apply, send two copies of a résumé, three corrent letters of refer-ence, and a letter of application to:

University Personnel Relations Plothin State University 216 William Johnston Building, R-49 Tallahassee, F1, 32306-1001

interviews will be conflicted at the Southerstern Placement Showcase in Atlanta. Dendline for receiving applications is May 21, 1992. Florida State University is on EEOAA employed with preference given to velemas and spunses of velerans on provided in Chapter 209. Florida State University.

SOUTHERN CONNECTICUT STATE UNIVERSITY

Residence Life

Assistant to the Director of Housing/Residence Hell Director, 4 positions everleble

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Unified this super-fejion of the Associate Deen of Student Al-feirs/Rousdence Life, this levi-in professional creff member is responsible for the overell quely of life in o University resi-curation of the control of the control of the control of the special commence of the control of the control of the control operance definite trailing associated of a residence hell. The empher-sia of this position on on establishing and maintaining no compo-phers conductive to personal growth and credemic software conductive to the control position.

SUPPRIME (1 or Institute posture).

EDUCATION AND EXPENIENCE: Two years of relevant housing experience sequipping the applicant to relets a factivity to resident university subdents and actif. A Sachalor's degree is required. These qualifications may be we'ved for individual's with appropriate distincts experience.

Solary Rengo: \$26,500-\$28,000 plus furnished apartment and fringe Candidotae should submit cover letter, resume and 3 letters of reference. The closing dots of application is Moy 11, 1982. Please direct

on co. Mr. Richard V. Ferricisiji Associate Dess of Student Affers/Ass 380 Fitch Bt. New Haves, CT 08515

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NATIONAL CHRISTIAN COLLEGE ATHLETIC ASSOCIATION

Director of Advancement

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reports to the Executive Director Microarm cualification include a Bachaler's degree with advanced degree preferred; at least the years' experience in public relations, marketing, business management, fund least the years' experience in public relations, marketing, business management, fund maring, and/or subsoftly-cachering from granagering compensational, electricity, and cortical and written communication lattic an understanding of and commitment in Christian higher wheation, and in personal subsorbers with desex Device.

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The NCOA is comprised of 110 member institution, Circles liberal aits colleges and Bible colleges, respectingly approximately 8,000 audiest athletes and over 400 coaches. The association operand To entire the description representation of the control of the co

Salary is dependent upon qualifications and experience. The goal is to fill the position by June 1, 1992 or scorer. The review of applicants will begin immediately.

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Assistant to the President

(Equal Opportunity/Diversity Issues and University Policy Development)

SOUTHEAST MISSOUR! STATE UNIVERSITY is a comprehensive regional university with the colleges, a greduate arbool, and a School of Museusty Studies. It is the only sareh selection control of the state o

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THE UNIVERSITY INVITED NOMINATIONS and applications for the position of has sales at 10 the Practical 10 or Equal Reporting to the Practical 10 or Equal Reporting to the Practical 10 or Equal Reporting to the Practical 10 or Experiment of the Practical 10 or Experiment 10

- QUALIFICATIONS:

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 experience with elitimetive action law, precifice, and administration.
- administration.

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 of cultural divernity.

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8 AL ARY AND BENEFITS are compatitive and commanaurate with expanence and emdertials. This is a twelve-month position. Pocition evallable July 1, 1002, or as soon as possible thematter.

APPLICATION PROCEDURE: Raviaw of applications will begin immediately end continue until the position is Illied. Applicants should send a letter of interest which shows evidence of the quelifications noted shows, a curriculum vita, and the nemes, addmasse, and phope numbers of them relampes to: Kala M. Stroup, President, Southeast Milacouri Stale University, Ons University Rus, Cape Girsfeate, Missouri Stale

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Director of Harambee House Wellesley College

Wellerkey College
Wellerkey College seeks a Director of Harambee House, the cultural center for audients of Africa deceam. The Director and consents and consents are the students and students of the college. The Director is saving to manifestation all colleges of the college. The Director is saving for over the students and the students are the students are the students and the students are the studen

Requirements: B. A. degree or equivalent is required with two to three years of experience in an academic setting, working closely with students.

interested, send cover letter and resume to: Patricia Basque, Manager of Employee Relations, Wellesley olicge, Wellesley, MA 02181 by 5/8/92.

Wellesley College especially welcomes applications from ethnic reinorities and women. Wellesley College

Natural Resources: Againtage / Associate professor—Spetial Analysis in Neural Resources, School of Agriculture and Land Resources. Measurement, University of Adults Fatherman, 3 (400 Adult-weekly pay Mursing: The Medical University of South

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INTRAMURALS & RECREATION

Northeastern Illinois University

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Juan A. Kalchsusar Assintent to the President Northeastern Illinois University 5500 N. St. Louis Avenus Chicago, Illinois 10025-1089

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CAREER ADVISOR. Meater's degree in Student Personnel or ex-parable program required. Experience or training in career develo-ments and placement in a university or college stilling and in pro-mitted and placement in a university or college stilling and in pro-dict and a program of the college of the college of the college of the order of career or college or the college of the college of the following of the college of the college of the college of the parable god in writing skills required. Experience with melodual student populations desirable. A review of applications will alway immediately and confines until June 10, 1925. Others lainer a spotication, resums and the names and phone numbers of the references to: Eric July, Search Coordinate, president 27174 UNIVERSITY OF RHODE SLAND, P.O. Box 6, Knigston, Nicola.

North Piorida, 4567 St. Johns Bluff Road South, Jacksonville, Piorida 32216.

Eastern Illinois University

Career Placement Center

The Position: The University's Discrete of Careter Flacement is responsible for the overall discretion of the University's placement flum into. The Discrete reports of the Associate Proceed to Undergraduate Selection: The plans's understand the Placement Corter is no people undergraduate sudents of results proceedings of the Placement Corter is no people undergraduate sudents of results proceedings of the Association of the Placement Corter is not people under sudents developed the Association of the Corter of the

placement accurates without the state of the state of the University of Dayton The University I Gunded In 1650 by the Marianists, the University of Dayton the University o aspires to be one of the Midwest's linest private universities, and one of the nation's feading Catholic universities. It oftens a wide range of apportunities and challenges for a director of plas ement activities who wishes to work in a rewarding

University setting. With more than 11,000 understuduate and graduate sudents in the Cellege of Arts and Sciences, and the Strade of Business Administration. Cellege of Arts and Sciences, and the Strade of Business Administration reversity in Celle and one of the top in cell Cellege of the C

Qualifications: Candidates for the position should have at a minimum, a master Quantum annual Candon est in the policy before the control of the Candon est an internum. A relative of depres and length of experience of the progressively interned in experience still by in device and the control of the control o

comprehentee, Caiholic university, Applications Applications shorted include: II to letter summerizing discandidate's education, experience, qualifications and innered in this position; 21 a completa resume; 2 and 11 James of all east three references. Application screening will begin May. 26 and continue until the position is filled. Applications and manisations should be sent to:

Dr. Sam Gould

itaning date for the position is no later than August 1, 1992. Salary is comp and commensurate with experience.



The University of Dayton

the University of Dayton is an Equal Connect

PROGRAM ADVISOR University of Chicago

Custified agritatis as infected to apply to this challenging and endorn his idea, new-e-month posterin in the signifient Acutes of the Responsibilities include address glower Government and its committees, yearbook, titled a significant committee and its committees, yearbook, titled a significant committee of the responsibilities of the res

DIRECTOR, STUDY ABROAD AND INTERNATIONAL INTERNSHIP OF FIGE. Masier's dagree required, Ph.D. preferred, preferably in an inter-national studies field. Proven evidence of a strong commilment to the objectives of international solucation; en interest in and talent for workobject/loss of International doucation; on Interest in and Islant for working with undergravites students; a relindmum of the year of experience in a study should office, and should not should be should be

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DIRECTOR OF PUBLIC SECTOR PROGRAMS DIRECTOR OF PRIVATE SECTOR PROGRAMS

Association of Governing Boards of Universities and Colleges

The Association of Governing Boards of Universities and Colleges (AGBI invites nominations and applications for two new series level positions, awelliable skell, 1,192; The Detection will morelle result in their separative social higher education, maintain good communication with constituents out associations, plan and implament seminar and other programs, and undertake reliable insection and programs, and undertake reliable insection and programs.

Qualifications include significant upper level experience in publis or private higher solucion installations or systems; lamifiestly with a role of governing boards; knowledge of tracks affecting governance and management in public or private higher educations and errors; skills to research, project management, and oral and evitian communication. Salary is open and based on qualifications and experience. Review of applica-tions and norminations will begin on May 15. Please saird a letter of application that addresses specific qualifications (or the position sough), résumé, and writing sample and

g sampus in Vice President for Programs and Research Association of Governing Boards of Universities and Colleges One Dupont Circle Suita 400 Weshington, DC 20036

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SETON HALL UNIVERSITY DIRECTOR OF PROSPECT RESEARCH

The Director of Prospect Research will coordinate all prospect research The Director of Prospect Research will coordinate all prospect research archites, create and malatical cream profiles on all regions and major archites, create and malatical cream profiles on all regions and major regions dieller, read weekly writous basiness principal cream cream reference labers. Other responsibilities include an unlaining current data base on prospects, assign new projects to staff, assist with a resemb-nings. Bacheries designer sequence, and advanced degar perferred, data base on prospects, assign new projects to staff, assist with a resemb-gings. Bacheries degree required, and advanced degar perferred, data base on prospects, assign new projects to staff, assist particular data based on the properties of a staff assist and a staff assist particular major prospects and properties of a staff assist particular particular major prospects and properties of a staff assist particular particular major prospects and properties of a staff assist particular particular major prospects and properties of a staff assistant particular particular major particular particular particular particular particular particular major particular particu

Director of Public Relations

Sua Bennsti Collego Invites applications and nominations for the posi-tion of Director of Public Relations. The Director reports to the Vice Fresident for Institutional Advancement and is responsible for internal and automat communications, publications, and publicity. Sua Bennett College is relaied to the National Division of the Buard of Global Ministries of The United Methodist Church, Mnterials should be

Dt. Ramona Lainhari Vice President for Institutional Advancement 151 College St. London, Kentucky 40741 Sua Benneti College is an Equal Opportunity, Affirmative Action Employer.

NON-PROFIT FOUNDATION SEEKS FUND-RAISING OFFICER

Senior management position requires candidate with axtensive, successful track record with non-proti organization or university to davelop major cam-pligin for young loundadon, As VP oi Development, will direct hong-dem and short-term fund-razising programs and participate in overall Foundadon policy and program laparing.

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Columbia University

Assistant Dean

Columbia College COLUMNITY CONESS.

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The Cities of the Jano of Students is reproposable for all access of undergraphic production of the first and access and undergraphic production of the first access and ac

We offer a competitive salery and an outstanding benefits pro-

gam. Send nisumé and salary history in confidence to Roger Lehecke, Dean of Students, 2012 Hamilton Hall, Columbia Collega, New York, New York I 0027. Material should arrive by May 8, 1992. We take affirmative action toward aqual opportunity

University of California, Santa Barbara HOUSING AND RESIDENTIAL SERVICES

Associate Director of Housing and Residential Services

Be Objectived a Homes and Residential Service at the University of California, Sorta Indua LCDA lines application for the profiles of Aspectica Director of Homes and the California Cali

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Director of Development

Celliorna State University. Dominguez fields needs an experienced translating parestituter to work in a lack-pared, a pudity yourning relate, university works needs you are incusted in given; a 265 percest Relaxings in the relation and Development, the positions will be responsible for establishing before the production of the product

The candidate should have 5 years of progressively responsible and itemon-strably successful fund-raising experience. Experience in a university or relat-ad environment is preterned. A bachelor's degree is required.

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Located len miles inorm the Pacific Orean, the sampout is slay 20 minutes found downtown Lox Angeles. Salary is highly tomopelith a onli currenemurate with experience. Please send a letter of application, returnel, and there references twith addresses and releptione numbers) to:

University Pertunnel Olliss
Oirector of Development Search Committee
Calitornis Siete University, Dominguez Hills
1000 E. Victoria Street, ERC-8516
Carson, California 90747

Applications must be reseived by 5:00 p.m., Jrislay, May 15, 1992. California State University, Dominguez Hills bires unly individuals lawfully authorized to work in the United States. EOE-AA SECTION SILL TITLE IN EMPLOYER



California State University

Dominguez Hills

Director of Publications

thwest Missouri State University seeks a highly qualified individual to serve trector of its award-strening Office of Publications. The Director of Publi-rue is responsible for planning, coordinating and implementing a loss loadions program for the University.

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Typical Elevation/Bacher Education Ten-or track position regulable with the oppor-mathy of confidential physical adocation department and concling sensis beginning August, 1992. Berned doctrants and two years of public school teaching required. By May 20, sond letter of usefulcation, vita, transcripes, and references to Dr. Paul Le-Pancola, Lungason College, Coffiney.

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WRIGHT STATE UNIVERSITY LIBRARIES

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181 Journan Avalueri 1804, Acquisitions Department 1804, Acquisitions Department 1804, Acquisitions Department 1804, Acquisitions Department 1804, Acquisitions acquisitions department for health sciences and academic libraries. Expend library materials bulget (32 million, 1991-92). Manage conversion of seruls records from monat files.

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Send application letter, resume, and the names of A current references to: Barbara Witners, Associate University Librarian for Central Services, 126 Dumbar Library, Weight State University, Dayton, Ohlu 45135. 2 Head, Heference and Research Services, Fordisam Health Sciences

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BESPONSIBILITIES: Manage and direct live full-time rolf members in reference deak service, online database searching, user colocation, and the Computer Education Comers Serve as members of the library leparament head mans and as deparamental liation to state and regional groups.

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Full postings available upon request. Application review will begin luse 1.

Wright State University is an AA/EGO employer.

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EXECUTIVE OFFICER Dean of Students

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Dartmouth College 🗣

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M METROPOLITAN

COMMUNITY COLLEGE

DEAN

SCHOOL OF LETTERS, ARTS AND SCIENCES

Micropolitan State Cullege of Denser (MSCD) is accepting applications and nominations for the position of Dean of the School of Letter. Are and Sciences. Acciogation State Cullege of Democs (MSCD) is a strepting applications and monitoriation for the processor (Executed the School electrics) with a strepting application and monitoriation for the processor (Executed the School electrics) with a strepting control and the United States. The College paleres a high value on text ling, forming, and previous interaction with shadow, and the committed to educate quality indeed to the college and the surrounding control and the strepting college and the surrounding committed to be service to the Cullege and the surrounding committed to the College and college and the college and the college and the college and the college and college and the college and the college and college and college and college and college and college and the college and college

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Controller education experiments.

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sentationals are not of the Section and the Longing at contribution to the Conditional Condition of the Con

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Rank and salary for inls potition will be based on credentials and experience.
Appointment includes a general infinite benefit package. Appointment is aspected August. 1 1992, or it is soon theranets a presible. NOTE Screening of
applications will begin in mid-May 1992. Applications will be accepted until
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Application Procedure: Send a letter of application relating the applicants qualification to duties and requirements of the position, a current Curriculum Viace, and the names, addresses and telephone numbers of all less five references for

Dr. jodi Wetzei
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Institute for Worsen's Studies and Services
Metropolitan Steto College of Denver
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P. O. Bon 173362
Denver, Colorado 00217-3362

METROPOLITAN STATE COLLEGE OF DENVER IS AN EQUAL OPPORTUNITY EMPLOYER, APPLICATIONS FROM MINORITIES AND WOMEN ARE PARTICULARLY INVITED

DEAN

College of Management and Business

The University of Sanasia barbin applications for the position of the Dism of the Critique of Abusingswest and Bushons. The Data supers directly to the President and Issue operation of the Critique of Abusingswest and Bushons. The Data supers directly to the President and Issue operation of the Critique of the Critiq



University of Sarasota
950 South Tamient Trail, Sarasota, Floride 34236

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DEAN COLLEGE OF EDUCATION UNIVERSITY OF MARYLAND AT COLLEGE PARK

A creative educational leader is sought to serve as Denu of the Gollege of Educations at The University of Maryland at Gollege Park. The Hean of the College provides both academic and administrative leulership to the Gol-lege and reports directly to the Vice President for Academic Affairof Pro-vist.

The University of Maryland as College Park in the same's liquidgly institu-tion of higher education, a remperture recent chainted, juddle asser-tion of higher education, a comprehensive recent chainted, juddle asser-programs. Levelle on a specious rampel in saluraban Maryland, in else-govarity to Baltimor and Washington, DC, the College consists of sven received for the college of the college consists of sven received. Education Parkley, Principal and Administration, Human Devel-operarylantime for Child Study, Industrial, Technological and George-ton Child Study Industrial, Technological and George-ton Child Study Industrial, Technological and George-countries of the Child Study Industrial, Technological and George-ton Child Study Industrial, Technological and George-countries of the Child Study Industrial, Technological and George-ton Child Study Industrial, Technological and George-ton Child Study Industrial, Technological and George-ton Child Study Industrial, Technological and Child Study Industrial Child Study Industrial, Technological Industrial, Technological Industrial, Technological Industrial Industrial Industrial Industrial, Technological Industrial, Technological Industrial Industrial, Technological Industrial, Technologi

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The University of Maryland at College Park takes very seriously its commission to diversity and affirmative action, and airungly encourages the applicable and normation to both tende used mismiting candidates. The University is an Affirmative Action. Equal Opportunity Employer.

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West Virginia University ARKERSBURG

DEAN OF CURRICULUM AND INSTRUCTION

West Virginia University at Parkenburg is seaking applications and nomina-tions for the position of Dean of Curriculum and instruction.

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The College, WU-Performing is expensely secredual regional campas of West Verpins University, WU-Per serves as a higher education center of the program of

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Applications, Applications or nominations must be received by May 15, 1992 and should be sent to Personnel Office, West Virginis University at Parkensburg, Route 5 Box 167A, Performburg, WV 26101-9577.

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Submit a resums and letter of egalication outling you interest in the position, with the names of two reference, by May 11, 1992, to: Thereas P. Overton, Associate Ban of Admissions, Westeyan University, Middletown, Gr Wesleyan University

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SECRETARY OF THE COLLEGE

Spelman College, founded in 1882, is a privale, historicity and prodominantly black, non-sectarian. four-year liberal arts college ten both a major urban center and a large canter of advoction. It is a oldes in historically and predominantly black college for women to the historically and predominantly black college for women to work the college for women to the historically and predominantly black college for women to the historically and predominantly black college for women to the historical predominantly black college for women to the historical predominant to the historical predominantly black college for women to the historical predominant to the histo

We invite applications for the position of Secretary of the Cellise. It an essistant to the President and the principal administrative differ for the Board of Trustees, the Secretary reports directly to the President.

tents.

Ra sponaibilities: The Secretary is maponeible for preparing the spo-de for regular meetings of the Senior Staff, drailing assects sta-assisting the President with oral and written morals to the Board and other major College bodies. Additional responsibilities include ou-seling all plenning of certain major annual events of the College. seeing all plenning or certain major annual events of the Colege. As principle administrative officer for the Board of Trustes, has so-milarly serves ee primary lisiaon bistiveen the President and the lus-ees. The Secretary works closely with the Board Chair and the Fus-don't to sat sigends and to plen all logistical details associated as Board meetings.

cont to set agends and to plent all logistical dealls associated as Board meetings.

Qualifications: The successful candidate must save #P.M. Decrease the substance of the plant of the save and the save problet advanced degrees, and a minimum of three to live year algo-rable present and the save and the save and the save finate three ascallant written and oral communications skills, seem strated presents, and strong between presenced skills, shallly be seen arrial present, and strong between contractions of the property of the save and the save as commitment to and specials rent projects necessary. Nucl have a commitment to and specials of the goals are of mission of 3 spiniser costage.

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Compensation: Salary is compensive and commensurate with againance and qualifications. Excellent banefits package including said dentel, title, disability and vision care.

Assistant to the Dean of Admissions/Assistant

FROMA TITLE IX INSTITUTION

Admissions/Assistant

Dean of Admissions

Weekeyen University announces two openings for eliber Assistant to the Dean of Admissions or Assistant Beanf Admissions, depending on experience, to play a significant role in recruitment and selection of intellectually and personally teleonfed undergraduates.

Both positions will include diverse responsibilities, including travel, interviewing, and reviewing applicates. Work will involve considerable contact with students and parents, high school guidance counselors, faculty and alumni.

following. Individuals seeking these positions should have a desidentification with and anderstanding of the size and identification with and anderstanding of the size and benefits of a undergreduate libraria strength of the size and the s

DEAN OF THE SCHOOL OF EDUCATION DOWLING COLLEGE

Dovling College is an independent coeducational liberal arta college located on the south shore of Long Island, 50 miles west of New York City, with satellite program an Riverhead, Long Island and Queens, New York City, 18 comprehensive program includes undergraduate dagrees in 38 liberal arts and professional disciplines and 8 graduate degrees described and husbaness.

is education and business.

Dowling is the Personal College, committed to an environment for isarning which recognizes and pro-vides for the devalopment of each individual's potential—faculty, staff, administration, trustees and students. This anvironment offers Dowling's 4800 undergraduate and graduate atudents effective and counseling programs. The college's planned National Aviation and Transportation Center at National Aviation and Transportation Center at Brookhaven Caisbro Airport is projected to attract an additional 3,000 students. Currently, more than 1,300 students are enrolled to the School of Education's undargraduate and

graduate programs.

Major Dutlas and Responsibilities: The Dean major Dutha am Aceponation in that school's chief academic administrator, reporting directly to the Provest. The Dean is expected to provide dynamic leadership for the School of Education and in the field of teacher education by establishing and field of teacher education by establishing and maintaining relationships with individuals and erganizations within the collage and in tha wider educational community. Qualifications: An earned doctorate in education

or education administration; a successful record of management leadership in higher education; a estrated commitment to teacher aducation: effective communication and interparsonal skills; and a record of scholarly achievement.

Ssiary: Commensurate with experience and

Applications Applications must be received by May 22, 1992. Candidates should sand a letter of application and resume to: Mr. William J. Brennan William J. Brennan Associates, inc. One Cherry Hill, Sulte 303 Cherry Hill, NJ 08002



An Equal Opportunity/Affirmative Action Institution

University of Texas Medical Branch at Galveston

DEAN

School of Allied Health Sciences

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Stephen I, Spann, M.D.
Prolessor and Chalman
Oepartment of Farnity Medicine
Chair, SAHS Dean Search Committee
The University of Texas Medical Branch
415 Texas Avenue
Galveston, Texas 7755-0853 Review of applications will begin May 1, 1992.

The University of Texas at Galveston is an EO/AA employer, MF/HV.

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EXECUTIVE DIRECTOR

DIRECTOR

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Librarian, Director

S1. John's Servinery College, Camerillo, CA, le seeking e librarien (preferably e religious) to minister s Servinery College library which serves faculty and servinerators of a tour wast inee-standing Servinery College. Requirements: ALA accredited Measter of Library Scionce, professional library secretors, a strong el library sciolog, prosssori-el library experience, a strong public service orientation, library and bibliography instruction, supublic harder constituent, obtains provided in the provided provided in the provided provided

ASSOCIATE DEAN FOR FRESHMEN

Alfred University hvives application and unministens for the position of Autorian Dean for Freshman. The Autorian Out for Freshman, reported to the President, reporting the Control of Autorian Out for Freshman, reporting the Control of the Will chance the Subtreasent and Freshman of Dean Outorian, Repossibilities will adult the Control of the Contro

nerscurricular activities; the fall oranism program, overesponsis monitoring of relation programs. Candidates should have an advanced degree in an appropriate field, relevant experience in understand academic services, abinly to work with multiple constituencies to provide an integrated freshman year experience, and constituent to studied involvement in a multi-information.

committees to stabilit involvement in a multivalirus' servicement. Founded in 1854, Affeet Ulwirus's 1, the object condescious alteration in New York State and our of the object in the motor. The University parties of George on the false of the object in the case of the object in the object is the object in the object in the object in the object in the object is ording to be object in the object in the object in the object is object in the object in the object in the object is object in the object is object in the object in the

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Review of applications will begin May 18, 1992 and continue until a successful candidate in identified. Applicants must provide a letter of application, cut earl resured, and dev retirences. These instrains should be sent to Sugan Strong. Associate Provides, Affred University, Affred, New York Sugan Strong. Associate Provides.

Alfred University is an Equal Opparismity, Affirmative Action Employer

Rasiling Teuros track position, Fall, 1972.
Assistant/Associate Professor, Reeds stracture and undergradent earling courses.
Supervision of clinical reading susperisusce, and stugest susches. Purificialism to scholarly scluvities leading in publication and prescribing degired Qualificational Doctoral sterms in Reading. Three years teaching existence in Reading. Three years teaching existence in Reading.

Dean for **Academic Affairs**

Samuel Merritt College (SMC), located in the San Francisco Bay Area, is a small, growing, accredited independent college dedicated to the health sciences. Affiliated with a major metropolitan medical center, we offer graduate atudy in physical therapy, undergraduate atudy in nursing, and will offer a graduate program in nursing beginning fall, 1992. We are currently seeking a Dean for Academic Affairs to apply demonstrated leadership. vision and energy to promote the college's vitality, integrity and advancement of academic programs.

As the selected candidate, you will plan, develop and implement academic programs, and assure they are conducted in keeping with our institutional mission, and regional and professional accorditation standards. You will recruit and develop outstanding faculty and staff, and design academic policies and procedures. Developing learning resources including the library and computing facilities, as well as managing the academic divisions budget will also be your responsibility.

To qualify, you must be committed to academic excellence in higher education and the health sciences, and have an earned doctorate in an appropriate field with a distinguished record of teaching. An activa scholarship commensurate with the rank of associate or full professor, and progressive, effective experience in academic administration, including ositions at the dean or equivalent level are required. Experience in program development, strategic planning, accreditation, and excellent written and oral communication skills are also necessary.

Samuel Merritt College offers excellent benefits. Salary and rank dependent upon qualifications and experience. Please mail a letter of application or nomination, current resume, and a list of five references. Deadline for submissions has been extended to May 15, 1992. Send to: Sharon L. Diaz, President, Samuel Merritt College, 370 Hawthorne Avenue, Oakland, CA 94609. Phone: (510) 420-6012, Fax: (510) 420-6025, Samuel Merritt College is an equal opportunity employer.



Clark Atlanta University Dean **School of Arts and Sciences**

Clark Allenia University is a comprehensive realidential institution with approximately 4,000 students pursuing degrees from the become claureals level frought is a doctories. The University formed by the controllation of Clark College and Allenia University, tormed by the controllation of Clark College and Allenia University has 156-year become on the control of the control of

The Dean will report to the ProvestVino President for Academic Agreement of the ProvestVino President for Academic Affetrs and will be liss obtail academic, ediministrative, budget and operations of first or this School. The important on the Dean from the Company of the Provest of the School of

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Letters of apptication and nominations, comptete with the names of thme references and a curriculum vites, should be sent to:

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Dr. Malvin R. Webb, Chair, Arts and Sciences Search Committee
Clark Attents Labvarely200 Clement Hell
223 Jeman P. Strawby Drive of Petr Strast, SW
Attents, GA 50314-981

Selery and benefits am competitive. Search will mmein open untit

Clark Atlanta University is an Affirmative Action, Equal Opportunity Employer.

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DEAN OF ADMISSIONS AND ENROLLMENT MANAGEMENT

CORNELL COLLEGE Mount Varnon, lows

Carnoll College Invites applications and seminations for the position of Dean of Admissions and Enrollment Management.

The Position

The Deen of Admissions and Enrollment Management is a cabinet level position with faculty status reporting directly to the President. The Dean is responsible for edmissions, recruiting, marketing, finescial aid, and retention. The college offers a competitive calary and

Preferrad Qualifications

Cornell seeks candidates who have skills in marketing and communications, receorch and data snalysis, planning and ergonizing, budget management, and a working knowledge of student financial aid policies and procedures. Several years of experience, preferably in private college admissions work at an institution that private college admissions work at an assumutes ma-hea an erientation to the comprohensive orrellment management approach, are required. Strong interporsonal skills and the ability to operate within a

The College

Cornell Cellege to a priveto, residential liberal arts cellege with 1100 students. The college is still lated with the United Mathodist Church and is a member of the Associated Colloges of the Midwest (ACM), Cornell is located in Mount Varnon (population 3600), 15 miles east of Coder Repids and 20 miles north of Iowo City. east of Coder Kepida and 20 miles north of lowo City. The campus includes 37 buildings on 110 wooded acres and is listed on the National Register of Historic Places. Cornell is known for its innovitive "Ones-Cours-Ad-A-Tima" calendor and enjoys an excellent sendemic reputation regionally and notienally. The diverse student body comes from over 40 states and sheel 15 freedom cours of the control of the foreign countries with approximately one-fourth from

Application Procedure

A letter of application, resume, and names of three references should be sent to: Does of Admissions and Enrollment Management Search Cemmittee, of Ms. Ann Opats, Cornell College, 600 First Street West, Mount Vernan, Iowa 53314-1098, Canadiaration of applications will begin on May 4, 1992. The position will be available August 1, 1992.

Cornell College

Established in 1853 • Mauri Vernon, lows

Cornall College is an Equal Opportunity/Affirmative Action employer and encourages applications from woman and minerity candidates.

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DEAN OF THE FACULTY

Cally Swyrr Callege insites applications and communities for the patient of the faculty, who will serve at the college's Called Academic Office. The college is seeking a Don a who themset such size for teaching and values involvement with faculty, staff, students and campus life.

and campus life.

Colby-Sneyur is an Independent, conducational, undergoninate residential college sorving 600 students. The 164 year old college, which located in Naw London, New Hampalam, in the boart of the secule Lake Sumpee mglon, has gained antiunal recognition for its impressive insenses in encollarant load its successful insustitute from a weather insenses in encollarant load its successful insustitute from a weather insenses in encollarant load its successful insustitute from a weather insenses in encollarant load its successful insustitute from a weather insenses in encollarant load its successful insustitute from a weather insenses in encollarant load.

seve increases in enroquent and its succession mustice from the series to excellentional collogs. Education at Colby-Savyer is characterized typically close, mwmflung faculty-student interactions, personalized elseves, and vurted internship experiences which suppliement students' skills to the liberal urts with practical career proparation.

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Colly-Savey reads a Oass of the Faculty who has decounterated leadership, vision, and administrative skills to work closely with the leadership, vision, and administrative skills to work closely with the provides indeeding by curriculum planning, jumplementation, and expansion as well as incelly development and evaluation in a college as a second of the control of the college of the control of the college of the board cliffs and planning, are very no the Pantiden's Cabact, all seely committees and the Academic After Controlled of the board cliff and the college of the board cliff and the college of the board cliff and the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the controlled of the board cliff and colleges of the colleges of the board cliff and colleges of the cliff and the cliff and the colleges of the colleges of the cliff and the colleges of the cliff and cliff and the cliff and cliff and

The structed it and idea that it is a second of caratte, a record of carolinee in teaching, and progressive academic administrative experience. Applicants will have domonstrated leaderships ability, experience and interpersonal skills, a warm sense of humor and a commitment to collaborative governance.

Colby-Sawyer offers a compatibou pay and henefits package. We will bogin screening applications immediately and will continue to accept packages until a suitable candidate is found. Please submit applications, nominations, or requests for further information in confidence to:

nnoenee to: Colhy-Sawyer Colloge clo Edurational Management Network 8 Williams Lune Past Office Box 792 Nantucket Island, Massachusetts 02554

Colby-Sawyer College is an Equal Opportunity Employer, as is Educational Management Network

CHAPMAN UNIVERSITY DEAN OF STUDENTS

Chapman University invites nominations and applications for the position of Demo of Students.

of Dean of Students.

The Own of Students reports directly to the Vice President for Enrollment Dean of Students (Students) and management for all activities to the Student Life Division. Excludents and management for all activities to the Student Life Division. Excludent Students and oppositions, Companional Conference of the Students (Students Students). The Companional Conference of the Students (Students Students). The Students (Students) and Students (Students). The Students (Students) are conference of the Students (Students). The Students (Students) are conference on the Students (Students). The Students (Students) are conference on the Students (Students). The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students). The Students (Students) are students (Students). The Students (Students) are students (Students) and Students. The Students (Students) are students. The Students (Students) are students (Students). The Students (Students) are students (Students) and Students. The Students (Students) are students (Students) and Students. The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students) and Students. The Students (Students) are students (Students) and Students (Students). The Students (Students) are students (Students) and Students (Students) are students (Students). The Students (Students) are students (Students) are students (Students). The Students (Students) are students (Students) are students (Students) are students (Students). The Students (Students) are students (Students) are students (Students). The Students (Students) are students (Students) are students (Students). The Students (Students) are students (Students) are students (Students). The Students (St

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Review of applications and nominations will begin on April 24, 1992, and
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Chapman University is an Affirmative Action Employer and welcomes applications from members of traditionally under-mpresented groups.

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Admissions Counselor & Assistant Dean of Admissions

Pomona College announces two positions in the Office of Administra comains crueige anisotrocis two positions in the Office of desired. The oilege seeds as a denisotrous counselor and an assistant data will contribute fully to the operations of the office and shot off in-heclated among their responsibilities recentlement travit adopting-specified gasquipite aroses, in eviscoing prospective sustess, noise admiralestors volunteera.

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The eight members of the professional staff work with great strong and responsibility to manage programs and report directly to the dead

aumissions.

Cardidates must have a bareher of arts degree. An appendiculate trust and the process of fibered education are useful Anomalies and the process of fibered education are useful Anomalies and trusteen barby to critical. Previous experience in infalinement of the process of the pr

Pomuma College is a highly selective, coeducational, independent, led arth and selectors college enrolling (1,795 students. As the bonday are ber of the Claromat Colleges. Numera is part of a commany field intudergraduate colleges and a graduate school with a coeducation of constitution of a proportion of the control Angeles, Clareman's is a valuation corresponding with a papelsion by produnitely (3,000 residents). A letter of interest and resume should be submitted by May 13, 1989

Bruce J. Poch
Desa of Admissions
Pomona College
333 N. Cullege Way
Claremont, CA 91711-6312



Athens State College ATHENS, ALABAMA 38611

DEAN OF ACADEMIC AFFAIRS

Alhens State College invites applications for the position of Dan el lo-demic Alfairs. The Dean is the college's main academic official and set-closely with the President and faculty in providing academic assemble a growing institution.

a growing institution.

Located in the Tenacesce Valley of north Alabama, Adems Sura bupper-level scalor colloge with 3,000 students and 65 faulty mich the attudent body has more fram doubled during the past server from the college's many innovative programs. Establish in Minera Stato to the olitest extractional in Alabama with the college's many innovative programs. Establish in Minera Stato to the olitest extractional in Mineral Minera Stato to the olitest extractional in Mineral Minera Stato the olitest extractional in Mineral Minera

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REQUIRED QUALIFICATIONS

a Lismed doctorate from an institution of recognized standing.

a Successful experience as a classroom instructor and academic admin-

istator. IDBinguished record of teaching, scholarship, service, and leadership in Nightr education. I Knowledge of comprehensive academic planning and resource allo-

cation.
Thorough understanding of accreditation mountments.
Excellent communication and management skills.
Familially with and knowledgeable of multi-campus systems.
Demonstrated commitment to affirmative action and the promotion

of cultural diversity. SALARY AND BENEFITS are competitive and commensurate with qualifica

ters and experience. POSITION AVAILABLE: Review of applications will begin on May 15, 1992, and will continue until the position is filled. NOMINATIONS Nominees will be invited to apply.

APPLICATION PROCEDUS & Interested, qualified Individuals should send

si to:
Dr. Glenda McGaha, Provost Search Committee
Office of the Provost
Adams Administration Building, Office 216
Troy State University
Troy, Alabama 36082

Toy Sure University is an Equal Opportunity, Affirmative Action Employer, and excounges nominations and applications of women and minorities.



DEAN **COLLEGE OF EDUCATION** THE OHIO STATE UNIVERSITY

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Getald M. Raagan, Chairperson College of Education Search Committee 203 Bricket Hall, 190 North Oval Mail Columbus, OH 43210 Columbus, OH 43210
The Ohlo State University is an Equal Opportunity, Affirmative Action Employs. Qualified women, minorities, Vielnamera voterans, disabled veterate and the disabled are encouraged to apply.



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ACADEMIC DEAN

Dakota Weslevan University Effective Date: August 1, 1992

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Allismative Action, Equal Opportunity Employer.

DEAN OF THE GRADUATE SCHOOL

The Union Institute invites applications for the position of Dean of the

Oredusic School. The Oredon School offers a comprehensive program of study lead-ing to the degrees of Doctor of Philosophy (Ph.D.). It serves over 1,000 or of the bilded School of the United School

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The Institution seeks a creative administration whose experience at resistant program.

The Institution seeks a creative administration whose experience at resistant programs. The control of the Innection of Innection o

The Union institute is unusually serious about being an Affirmative Action, Equal Opportunity Employer.

EXECUTIVE VICE PRESIDENT

Ross University School of Medicine and Veterinary Medicine sceles nomina-tions and applications for the position of Executive Vice President.

The Vice President is responsible ion academic programs, securing lisusly and support staff, creating and implementing budgets, maintaining high level enrollment and providing strong leaderfulp.

We prefer M.O. degree for this position and candidate must have minimum of ten years' experience in similar position with either a medical school or Verprisens' expelience in stimus po-veterinary scholars will begin immediately. All candidates must usband leveleve of nominations including statement of how the candidate will satisfy this position. Please send CV and these reference to: "makes Vice President Search Committee"

see send C.v and unrec revences to: Executive Vice President Search Committee clo Dr. Ross, Chairman Ross University 460 West 34th Street, New York, NY 10001

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VICE PRESIDENT FOR ENROLLMENT MANAGEMENT AND STUDENT AFFAIRS

North Central College seeks an energetic and experienced leader for its undergraduate student recruitment and reten-

Founded in 1861. North Central is a "comprehensive liberal Founded in 1861, North Central is a "comprehensive liberal rest college" serving 1300 traditional-age, full-time undergraduates (850 libe on campus), as well as 1200 partime evening and weekend students (including 400 graduates students). Located in a high-tech, high-graduates students). Located in a high-tech, high-graduates assumed to the contract of the contract in the contract of the contrac

the College student everlopment "the Vice Proddent will serve on North Centrol's cabinet as a key member of the College's leadership learn, and will be responsible for overseling undergraduote admissions, financial aid, bousing, counseling, studest activities, and sudent development functions. The ideal candidate will be a person with a thorough understanding of and commitment to the educational values of schools like North Central; substantials successful on of schools like North Central; substantial successful ex-perience in a comparable or related management position, e.g., admissions director or dean of students at a residential liberal arts college; superior educational credentials, e.g., an advanced degree in counselling or educational monagement (or their equivalent in training and experience); and the abili-ty to develop and execute a strategic marketing plan.

Salaries and benefits are competitive. Opportunities are unlimited. The search committee will begin screening applica-tions May 11 with the expectation that the successful appli-cant will start by July 1, 1992. Send letter of application and

Harold R. Wilde, President North Central College 30 North Brainard Street P.O. Box 3063 Naperville, IL 60566-7063

North Central College is an equal opportunity employer
Women and minorities are encouraged to apply.

CHIEF BUSINESS OFFICER

Northern Virginia Community Collega is seeking candidates for the position of Osen of Financial and Administrative Services. The collega is a five corpus acceptahenate our omnunity oclega serving the Virginia portion of the Westington, OC matropolition area. The collega service an ensual credit arrollement of approximately 9 (OLO) acudents and approximately 140,000 persons are served in non-credit community carvice/public service activities.

sarvice/public service activities.

The deen is responsible for the dey-to-day management of budgeting, fiscal and audillary services, computing and information services, facilities planning and support services, human resources, security, physical plant operations, and mode processing services.

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Minimum qualifications include a Mastor's degree in en applicable.
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VICE PRESIDENT FOR BUSINESS AFFAIRS

GENERAL DESCRIPTION OF THE POSITION. The Vice President to Business Allaces reports silencily to the President and is responsible for general supervisor of the accommang protect, and other have brevely approached to the president of the preside

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As one of hour trie presidents, the Vice President for listing in Midds is a member of the President's executive transgeners test and plays a key field in the development, in Houseauth picket, represents and an one of the President's executive transgeners test and plays a key field in the Association of the President of Principle Conference of the President of Principle Conference of Prin

COMMITTEE THE PROPERTY OF THE

working activities of the Charlest and a final summer and guntaines preferred CEMPENSATION Salary to commensuran with the background and vince-ence of the individual selected. Call Poly affert excellent fringe benefits. All rights associated with this appointment are governed by the Management Personnel Plan adopted by the CSU Buard of Trunces.

SELECTION PROCESS, Can listae will be selected during Summer of 192; and the control of the con

Dr. Robert D. Koob Vice President for Academie Affairs California Polytechnie Suie Universit Sun Luis Obispo, CA 93407 (805) 756-2186

UNIVERSITY One of 20 compuses of The California Since University system. Call Poly has built a solid national reputation on its learn by-doing approach to education. Neatly two-thruts of the neivering 17, 200 moderns major in agricultors, nothitecture and environmental design, business or conjunction.

COMMUNITY, Sin Luis Obispo is a city of \$1,000 ls cared we've mile is from the Pacific Ocean and midroy between San Parmitso and Los Angeles on Childrenia seame Central Coss. Luverwis jumiles its a list also laught opportunities and promound nearby communities both on the cosst and intend. Excellent recreasional lacilities are available, and the area has an outstanding climate, with an average laidy are sitten temperature of 64.2 in January, 77.0 in August, and manufal energies of 70.2.

Cal Poly is strongly committed to achieving excellence through cultural descrity. The university actively encourages applications and sominations of waren, persons of color, and members of other anderropresested groups. AAMERO.

UCLA SCHOOL OF NURSING

Associate Dean for Administration

We are neeking a thoughtful, productive, collaborative manager to provide integrated, cost-effective financial and administrative services in support of the School's academic mission. efferte brocklit erd debtfeldente endom te support of the debtfe's medicine metals. Reporting is the Dess, the posterior in program to debtfeld has their, and possessed and Control of spore and explainent, and public misters for development controllent Control of spore and Controllent in Principal Maries and Controllent Annual of relationship of the Controllent of the Controllent and Controllent Sector law of the Controllent and Controllent delical hashed physician Sector law of the Controllent and Controllent delical hashed physician Sector law of the Controllent and Controllent delical hashed physician principal delicant programs and controllent and controllent and controllent and principal delicant programs and controllent and controllent principal delicant programs and controllent and principal delicant programs and principal delicant principal delic Phone seed vite unit cover inter indicating qualifications for the position to Dr. Ada M. Lindey, Dean, UCLA School of Nursing, 2:256 Londs Factor Building, Dept. C. J. 19833 Le Conte Actua, Los Angeles, CA 90224-1702. An Alternative Action Francis

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SRARCH EXTENDED

Vice President for Institutional Advancement

SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications me invited for the position of Vice President for institutional Advancement at Southern Illinois University at Emboridale. Institutional advancement as countern interconservative of the control of the con

As a member of the President's stall, participates in the planning and policy development of the University. Surveys of the principal allusor to the President with respect to lund raising, alumni matters, and public relations.

with respect to sured tessing, autimit menters, and putties residents. Provides landernish and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the purious costs of establishment and architecting goods and objectives for the onths. The purious goods and objectives for the thickness of the purious provided by the Vice President for Institutional Advancement include Southern Illinois Univer-sity President and Autimal Services, and University Bellations.

stly Foundation, Alumni Services, and University Helations. Requisements: Master's required, doctorating professed Prior experience has serior level position in a university setting. Demonstrated lead-only ability experience in planning and directing capital campigate, effective oral and development and utilization on human resources. Several years in all lensh two of the areas described. or the areas described.

Applicationa Must Ba Racetwed By July 15, 1992. Stort date is negotiable. Send letter of application, résumé, and the names, addresses and telaphone numbers of three reletences to.

Sol Infec relaterics to.

Office of the President
Attr. Chair, Scotch Committee for
Vice President for Institutional Advancement
Southern Illinois University at Carbondale
Carbondele, IL 62901

SIZC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

ST.MARY'S UNIVERSITY



SCHOOL OF LAW

Associate Dean for Enrollment Management

This Associate Doan will have principal esquantiality for recursing, admit-ting, entolling, and regating stakens at 3t. Mays' University's blood at them, it is of the place to the total information facilities and applications makes the place of the total information facilities and applications makes the place of the place of the place of the place of the place stakes the place of the place of the place of the place of the place stakes of the place stakes of the place of the place

School. In order to quality for this position, a cardidate most have a Decistr of hirispurdence degree, good scatemic credentals, a minimum of the years of professional experience, communication stills, and a strong commitment to the mission of School and School and School and School commitment to the mission of School and School and School of the Associate Dean for Introflence hangement will be commensurate with his or her qualifications and experience.

with no or her qualitatications and experience, If you are qualified and interested, please send your lotter of application and a current resume to the Office of Personnel, St. Many's University, Orne Camino Sania Maria, San Artonio, Texas 272:28-8565. The application deadline is May 15, 1992. St. Many's University is an EEO/AA employer.

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VICE PRESIDENT OF EDUCATIONAL AFFAIRS

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The Chronicle of Higher Education • April 29, Re

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MAJOR RESPINSHILLTIES: The Vice Prendent of Educate
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groups SALARY SCHEDULE RANGE: \$47,530-\$73,873. PROPOSED STARTING DATE: July 1, 1992.

Proceedings affirm to the first pays, 1992, the office of Personnel and I myboyee Relations. Applications were the office of Personnel and I myboyee Relations. Application-more to suburat materials by May 1, 1992, a without time the coronage will begun. A complete of officer application form is also required to phere the tornul application posters, and the form will be finally application point receipts of above materials.

Metropolitan 🗪 State College of Dam

Cienny Cangge, Director Personnel and Employee Relations P. 13. Box 3777 Ontala, NE 68103-0777 (402) 449-8426

Metropolitan Community College is proud of its extensive propo-leadership diversity development. Persons of different cultural backgro-are enthusiastically incorraged to apply



CLEMSON UNIVERSITY

Associate Vice President for Devslopment

Clomaon University invites applications and nonincion for realism of Associole Vice President for Development. Clomaco University, konded le 1898, he notionally explaints prohensive public institution. Located in Clomaco. SC, de birder has a lotter arrollment of 17.25 students and dista 39 unispatid degree programs and 54 graduole creas of study.

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Sciency is competitive and commensurate with experience and in-ground, Clemson University is an Attirmative Action, Equal Oppose

Steven T. Asi AST/BRYANT SI Locust Aveous, Suite 304 New Concorn, CT 08840

Residence I lite: Resident Director. Administration of residence builty hundre 200-499, Staff supervision, programming, dischallen, line hing RA class, cascer-enhancies outside involvement within Division of Stodenst Affalia, other student development Impulson, Required qualifications; Ministr's in College Suident Personoci, Higher Education, Compacting, or related field;

IACKSONVILLE STATE UNIVERSITY Jacksonville, Alabama

Applications and approximations are invited for the position of Vera Prayders for Adequiric Allain at adaptional for this enging, accommodification theorems, accordance by the adaption of the Schools, as located in the footbild of the Appalechian Mountains in Number and Experimentally 100 miles used of Education, accordance of 25 miles east of Birmangham, Alabama, Slusted as a community of 10,000, the University has an emollment of 8,500 students. The Ver Presidents is a community of 10,000, the University has an emollment of 8,500 students. The Ver President is a community of 10,000, the University has president and the president and is a member of the field seakents collider of the University and report directly to the President and is a member of the

University 5 settins: extremel state to the control of the Control

Candidates for Vice President should possess:

- enddess for vice research in strone possess.

 An earned doctonels from a regionally accredited institution.

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- Demonstrated product incommunity of continuations and administrative units of the Index generational skills to work effectively with all constituencies and administrative units of the University.

 Commitment to excellence in teaching, research, public service, alifemative action, and

The position will be available in Fall 1992. Safary is competitive.

Interested individuals should submit a letter of application, current curriculum vitae, and the names of like references including addresses and lelephone numbers. Applicants should also submit a written subsement of their perception of the leadership or los of the Vice President for Academic Afflets position.

Applications with supporting documents, and nomination should be submitted to Chair, VPAA Search Committee, Office of Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. The search will remain open until a suitable candidate is selected.

An Equal Employment, Affirmative Action Employer.

EXECUTIVE DIRECTOR OF DATA SYSTEMS MANAGEMENT

Jacksonville State University

The Executive Director of Data Systems Managaman is responsible for the overall leadership and managaman of the University's seademic and echnistrative computer support of the University's seademic and echnistrative computer support of the University of the parent direction of the Prosident, the Director provides leadership for the University in the use of computer and telecommunications technology, working closely with faculty, shaft, student, and local government agency users. Duties include managing on organization of 32 employees with an operating budget of \$1.5 million. The computing environment includes ES912. IBM 9370 serving as a nodal processor the the Alabama Supercomputer Network, DEC Micro VAX and PC networks. The telecommunications environment includes a NPAX 2400 switch and ASTRA 350 computer providing service to 2500 administrative and student users.

Bachelor's degree required, master's degree preferred; four yeers of computer center supervisory experience required; understanding of date systems in a complex university environment required; and a billity to support and help develop instructional computing and telecommunications required.

Salary and benefits are competitive, and are contingent upon qualifications and experi-

Screening will begin by June 1, 1992 and will continue until until the position is filled. Send letter of application, résumé, and the names, addresses and telephone numbers of

Chairman, Search Committee
Executive Director of Data Systems Management
Jacksonville State University
Room 329 Bibb Graves Hall
Jacksonville, Alabama 36265

JSU is an Affirmative Action, Equal Opportunity Employer.

VICE PRESIDENT FOR ACADEMIC AFFAIRS/DEAN OF FACULTY

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ASSUMPTION COLLEGE

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We're looking for n person who's not affaid of acting, and achieving, high gools. We want a person of vision who's also skilled to management. White overseeing a staff of eight persons, you'll be ultimately account for development, alormivae affairs, obtaining graete and the necessimmonications for those areas. You will report directly to the pres

ALBANY LAW SCHOOL

VICE PRESIDENT

INSTITUTIONAL ADVANCEMENT Albasy Law School, use of the oldest law echools in the U.S., is looking for one of the most dynamic persons in development for related field) to take over the office of institutional Advancement.

commonications for those areas. You will report directly to the president. Fund shilling a crucial. Your homologies of assessing needs and postulous, and massings a multi-inspected of the composition o

Review of applications will begin immediately and continue until the Vice President is selected. The tentative start date is August 1, 1992. Please send your cover letter, résomé, and three letters of reference in confidence to:

Ms. Merilee Marsh Assistant to the Deae Albany Law School 80 New Scotland Avenuo Albany, New York 12208-3494

Albany Law School is strongly committed to being an affirmative action, equal opportunity employer.

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VICE PRESIDENT FOR DEVELOPMENT

THE UNIVERSITY OF DELAWARE invites applications and Inter University of the profile CV Vice President to Development. The Linkment of Delivers is a site-sessional, link grant part of the Linkment of Delivers is a site-sessional, link grant per search university with more then 20,000 sudgers, 30,000 amployees and an alumin population totaling more than 70,000. The University's central mission is the profile of the p

Located in Newark, Dalawera, a placeant college town of 26,000 residents, the main campus is conveniently elusied 15 miles from Wilmington, and healiway between New York City and Weshington. D. C. That e era additional instructional locations and facilities from upon the telescope of Delevare.

possions and assesses prougnout res ettain of userware. The current annual budget for the University excased \$300 million. The andowment was valued at \$300 million for tha 991 McCIBIO Survey and was reriked they first among at U.S. Institutions of higher aducation and fifth emong public existent productions. The Vice President for Development will provide leadwrite to the Office of Development and the Office of Aumit Political Charm Politica

A mejor rappone/bility wiff ba lo continua to enhance tha University's recent aucossess in oblaining financial support from Individuals, founded rays, and corporations. Minimum qualifications include experience in development or a releted field, an understanding of and a dedication to the University's mission; and strong communication and organizationat skills.

mission, and strong continuitation in an optionation are in the successful rendeleds will have an outletending record of enhancement and demonstrated leadership belief, this section committee will be proposed to the continuitation of the continuitation of the continuitation of the continuitation required to the continuitation required to the continuitation of the continui

The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer which encourages applications from qualified Minority Group Members and Women.





ADMINISTRATION & FINANCE

Arkansas Tech University

Arkansas Tech University is a state supported inadiation located between Fon Smith and Linte Rock in Western Arkansas, with approximately 4,200 stu-

VICE PRESIDENT FOR ADMINISTRATION

AND FINANCE

AND FINANCE

Reports directly to President, supervised founding Journage, prosposation of Berndel reports, budget development and coastrot, computer services, purchasing and preserve coaster, instrument and operation of buddings and operating bed preserved coaster, or the coast of personnel policies, payoril, seek opportunities, and studies under the preserved policies, payoril, seek opportunities, and studies under preserved preserved administration and prolational certification in public accounting or business administration and prolational certification in public secretarily and preserved coast in the season of a deministration and finance in public highest education regarded with disconnicated shally to deal effectively with superiors, peers to be considered to the computer of the public disconnication of the computer of the public disconnication of the computer of the public disconnication of the publication of the publicat

BUSINESS MANAGER

Reports directly to Vice President for Administration and Finance, involved with supervision of auxiliary enterprises, accounting, student accounts, and other duties assigned in the facel offairs area

Could usuate assignment in the data interest areas Qualifications: Barchelor's degree in ecocontley on business required, ad-without dispers and poissessional certification in public accounting potential, which is present and demonstrated effective communication self-la and accel-lent interpersonal selfs required, experience with computerated financial class management systems in a public fullying education environment required management systems in a public fullying education environment required

Application Process: Letters of application, personal via. and contact information for three references may be submitted to Mr. Fred Clayton, Disactor of Personsel, Arkanses Tech University, Russellville, AR 72801-2222, through May 29, 1992, or until filled. AAPCEM-F.

DIRECTOR, CORPORATE AND FOUNDATION RELATIONS

ASSISTANT PROVOST FOR RESEARCH & DEVELOPMENT

UNIVERSITY OF VIRGINIA

The University of Visglos is seeking applications for the position of Director of Corpuses and Foundation Relatione and Australian Proved Presearch and Downgoment. Under the director of the National's Relation and Province of Corpuses and Foundation Relation and Australian Review Province Relationship of the Province of Presearch and Relation and Relation and Relation Relationship of the Relation of Relationship of Relationshi

Applications would be appreciated by May 8, 1992 but will be accepted until the position is filled. A letter of application and resume should be

Satary Ranga: \$40,000-\$45,000 or negotiable per qualifications

ASSISTANT CHANCELLOR FOR ADMINISTRATION AND FISCAL AFFAIRS

University of Wisconsin-Parkside

The University of Wisconsio-Porisads, o member of the distinguished Lotversity of Wisconsio Systems, seels recombations or organizations of Assets of Assets

tional distinction. The Austrain Chamelor for Administration and Fixed Albitra is the University's chief administrative and fixed oilline reporting directly the Choncellor, Heißby is responsible for business arrives, budy-al development can implementation, the mainlessmen of revery two and several report of the control of the control

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Requirements be the position:

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opportunity a Hoosely, lolagrity and a sense of bumor,

Repossibilities of his position:
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 Ability to overses the ireplementation of policies and procedures to conformity with Federal, Sints and System rules and requirements.

ments.

Proven ability to work within the collegial environment of the
Choscellors cablest and to work within the context of shared

Commitment to the implementation of a program of Total Quality

Management, The sationy is competitive and commensurate with qualifications and experience. The appointment will begin September 1, 1929, or as soon as possible itsessofter. Montholose, or a letter of opplication with a return to the same, addresses and alsophone numbers of a learn before reterences about the more view by Sey 1, 1929, and sent to

Dr. G. Gery Groos, Chairpeaen
Assistant Chanceller Search and Screen Cor
University of Wisconsin-Parkaide
800 Wood Road-Box 2000
Kenoebo. W1 53141
(414) 595-2598

The University of Wisconsin Bysiem is required to release, within two doys of a request other the decilion for receipt of nominations and applications, a combined list of all norstness and applications are combined that of all norstness and applications without

The University of Wisconsin-Parkelde is an equal appartualty , ai-firmative action amplayer, lunciforning under an affirmative action plan. Woman and minorities are encouraged to apply.



VICE PRESIDENT FOR INSTRUCTION

A runt community cellings of approximately ISOO FTEs serving Southwest Washington seeks on outstandings and leader. The new vice pre-ident will explore a person restring effection and leader. The new vice pre-ident will explore a person restring effection and leader. The new vice pre-ident will be papered to have secretion searching and administration experiments for information context Lucy Priddl, Grays Fastor. College, 1600 Edward P. Smith Driva, Aberdeen, W4 9825c; 206-5329-2001, or 1217. EDG.

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Search Reopened for the VICE PRESIDENT AND **DEAN OF INSTRUCTION**

at Northern Maine Technical College

The college has a credit enrollment of approximately 1, 300 students, 850 FTE, and offers programs feating to the associate of applied sclener relevent deplorms, and certificate renderfuls. Special courses and sensions for business and Industry an also provided. NMTC is one of 1st coffeges governed by the Aduan Exchaint College System Board of Trustee.

The vice president and dean of instruction is the chief academic officer, reports directly to the president, and serves as the acting president in the absence of the president.

shotice of the president.

Responsibilities include providing leadership to baster transvork and in coordinate the development, implementation, evaluation, and life in approximation to the controlled providing the development and recombing place and ordinates; never leader the development, evaluation, and supervision and recommendation of lacility and effectiveness, evaluation, and supervision and recommendation of lacility and effectiveness, and supervision and recommendation of lacility and effective the controlled providing and procedurate, recommending and extensions are the controlled providing and prescribed and the providing and the anticological provides and in facility and staff, with basters and industry and community urganization and the objective of the controlled provides and industry and community urganization.

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President's Office Nonthern Maine Technical College 33 Edgemoni Drivs Preseque Isle, ME 04769

Women and minotities are encouraged to apply, NMTC is an Equal Opportunity, Affirmative Action, Tills IX and Section 504 Employer.

VICE PRESIDENT STUDENT SERVICES Foothill Community College

FOOTIMIT COMMITTAINING CONTESS.

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A resume or vite may not be substituted for a completed application Position is "Open Uniti Filled". Second review date will be May 15, 1992, AA/EOE

frentive action amployer and especially suchs women and minority candidates.

So ongo! Semile, the Small, the Small Control Control

Cabrillo College

Santa Cruz County, California

The Cabrillo Community College District Governing South invites applications for the position of

Vice President/ **Assistant Superintendent**

Commanding a sweeping view of Monterey Bay on the California Central Coast, Cabrillo Colece ka comprehensive two-year community college. The instructional program reflects co-equal priorities: academic preparation for transfer and career training in more than 20 technical disciplines. The college also offers continuing education, is a partner in local economic development, and serves as a cultural center for its community. Credit enrollment is about 14500.

The Vice President/Assistant SuperIntendent provides administration and leadership for the instructional program. The successful candidate will

- · Commitment to the mission of a comprehense community callege
- Competence in instructional and facilities planning, fiscal and program management, contract administration, and other administrative
- Dedication to academic excellence, experise in the teaching and learning process, and ability is promote instructional innovation
- Effectiveness as a leader and communicator

Application Deadline: 5 p.m., Tue., May 26, 1992 Forward Inquiries and requests for materials which fully describe the position, qualifications, and process to: Secretary to the Governing Board Cabrillo College 6500 Soquel Drive, Aptos, CA 95003 408-479-6302

An Equal Opportunity/Affirmative Action Employer

OUR LADY OF THE LAKE UNIVERSITY Vice President and Dean of Student life

trons largins May 15, 1992, and commons until position 8 file

th Sandra Murgurer, Chah Search Commissive for Vice Trendent and Oean of Student Life Unit Letty of the Lake University 417 S.W. 24th Succes San Australia, 18 78207-4666

OLI U seeks employees who understand and are con-the values of Catholic higher education

BULLETIN BOARD: Positions available

THE FORT VALLEY STATE COLLEGE FORT VALLEY, GEORGIA 31030

FORT VALLEY, GEOMOTIA 31030

For Whys State Cologs trivials explanation and normalization profits of the Very State Cologs trivials explanations and normalization so the profits of the Very State Cologs trivials explanation and normalization of the Very State Cologs and is located in Fort Mellow, Georgia It is a lead the very state of the Very State Cologs and the 133 master of the Very State Cologs and the 133 master of the Very State Cologs and the 133 master of the Very State Cologs and Very State Education and Raised Programs Approximately 2020 insulants are similarly and programs and approximately 2020 insulants are similarly and programs and approximately 2020 insulants are similarly ROSITION DESCRIPTION: The Vice Predictor for Academic Affairs is for discassived colors and option academic reprograms (purples) and and advantage of the colors of the color

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EFFECTIVE OATE OF APPOINTMENT: August 1, 1992 APPLICATION PROCEDURE:

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1. Later of Application to include a list of relatences:
2. Full curriculum villac;
3. Transcripts from schools attended and;
4. These cruned letters of reference forwarded to:

thers of reference forwarded fo: Dr. Charles Dalle, Chaleperson Vice President for Academic Allais Selection Committee P. O. Box 4175 Fort Valley Stets College Fort Valley, Georgia 31030-3298



PRESIDENT

The Board of Trustees of Duke University Invites nominations and applications for President. Screening of cardidates will begin on June 1 and will continue until an appointment is made. Please send nominaflors or expressions of interest to: John W. Chardlar, Chairman, Presidentisi Search Committee, P.O. Box 22079, Duke Station,



Buke University

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Student Life: Assistant Deas of Student Life: for Indicial Programs, Artzona Stape University seets an individual to admission the state of the Stat

Southeast

PROVOST

SOUTHEAST MISSOURI STATE UNIVERSITY is comprehensive regional institution fully socradited with the Notth Castral, Association of Colleges and Sociation should be not be not year and institutions. Association of Colleges are discovered by the comprehensive services of the control of the con

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SALARY AND BENEFITS ere competitive end commensurete with

POSITION will be vecent July 1, 1992, and will be filled as acon as ""

NOMINATIONS DEAGLINE: Nominations must be submitted not later than June 15, 1892, to the address listed below.

APPLICATION PRO CEDURE: Review of materials will begin on June 15, 1982, and continus until the position is Bind. Applicants about send a bitter of interest which shawe addense at life qualification noted above, a ouris

Southeast Missouri State University is an Affirmative Action/Equal Opportunity Employer and unce nominations and applications of women and minariti.

CITY COLLEGE OF SAN FRANCISCO

CCSF, with over \$4,000 students, is seeking administrative: "applicants for the following positions: Vice Chancellor of Research, Planning and Development; Dean of Vocational Education; Dean and Associate Dean of Student Services. Deadline: May \$3, 1982. For more information and applications are the properties of the

Personnel Services City College of San Francisco 33 Gough Street San Francisco, CA 94103 Tel: (415) 241-2246 FAX: (415) 241-235

An Affirmative Action, EEO Employer.

of application, current vess, and 3 letters of reference should be directed to the Em-ployment Saction, Arizona State Universi-ty, Teome, Attrona 85287-1403, EOE/AA.

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CANTERSONO ESTERRIBIAN MARCHANALEN ER METERRIBES

President

EDUCOM

The Board of Trustess of EOUCOM announces the search for e President.

President as consension of over 800 of the retion's loading colleges and unwersales which was formed in 1984 to led and support the higher disclassion community in taken an expectation to internation technology in carrying out its measure. On the consension of the control of

budget of above \$8.5, million. The offices as located in Weshington D.C.

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PROCEDURE FOR CANDIDACY: Interseted condidetes should direct confidential inquires to EDUCOM's Consultant:

Or. Ira W. Krienky Poat Office See 23127 Pasedane, Celifornia S1103 ATTN: P/E

(Telephone: 818-86E-3311 . FAX: 818-868-1656)

COUDOM is an equal opportunity employer and ancourages the applications of women and minorhies. The search will continue until an appointment is made. Screaming begins immediately. The position is available on Jenuary 1, 1993.

PRESIDENT

players. Candidates should have a successful irack record in fand raising, community and government relations, and long-range planning. They consider the relationship of the relationship

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PRESIDENT

NEOSHO COUNTY COMMUNITY COLLEGE Chanute, Kansas

Neodac County Community Callege is learned in mrd, Swelleres R. aman in a rown of 10,000 serving Neodac, Frankin, and Andersua Commitse. This are considered to the control of the control

- Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching
- Ability to provide a vision that looks to future opportunities and changes for the College.
- Experience and skills in budgeting, financial management, economic development, strategic planning and organizational de-
- Experience in higher education administration. An earned dectoral is desired.

Salary is competitive and commensurate with qualifications and experience.

Applicants for the position of President are requested to provide:

A A letter of application.

A current resume or cutriculum vita.

resume or cutriculum vita.

Send sco Presidential Selection Commince
Dr. Richard Good, Chairman
Board of Trusters
Neosho County Community College
1000 South Allen
Chanuer, Kansas 66/720

Reviewing and screening of applications will begin on June 1, 1992. NCCC is an equal opportunity, affirmative action institution.

EXECUTIVE DIRECTOR EDUCATIONAL OPPORTUNITY FUND

NJ Department of Higher Education

Under the pensed supervision of the Assistent Chercellor for Academic Alexander and Chercellor a

REQUIREMENTS: Master's degree required; doolocala prefetred. Five years of professional experience in higher aducation administration, opportunity programs, educational policy analysis, planning and/or related eras.

SALARY RANGE: \$49,381-\$76,228 Résumés must be posimerked on or before Mey 16, 1992. Submit résumé to: Pessonnal Ollice-EO #2 NJ DEPARTMENT OF HIGHER EDUCATION

Affirmative Action, Equal Opportunity Employer

Sequent Valence Applications of Committee Comm

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Thesian Thesian Director, Norfolk State Understyll series for its measures and the Understyll series for its measures and measurement of the control of the series of the

Thailer Artin. Assistant Professor, one-year appointment with possibility of coprimer appointment with possibility of coprimer of the professor of the possibility of

Rockford

College

PRESIDENT

The Board of Trustees invites nominations and applicate for the position of president of Rockford College, Rocks.

11. The position will be upon in August 1992.

Rockfard College is a private, independent todame, college with a rich 145-year heringe or proming beed. cation and career preparation supported by a homosport, and a chapter of Phi Beta Kappa. Rockfard callege doder graduates sleepe represents in chapter and potential and better about a construction of the control of

Ruckford is the second-largest city in Illinois, with suc-politan pupulation of approximately 250,000, located for; miles northwest of Chicago's O'Hare Airport and 20 als south of the Wisconsin border.

- Candidates will be expected to possess:
- Experience as a successful independent college principal
- Thorough grounding in curricular, faculty and medents
- Strategic planning experience and entrepreneurid peps
- High energy and goal orientation.
 Strong fund-raising skills and achievement.
- · Petiven marketing and enrollment manage
- Strong team-building and cummunications skills.
- A participative management style.

The deadline for communitions and applications is May 1992. Brief letters of nomination or interest correspondence, should be addressed to:

> Lawrence E. Gloyd, Chairman Presidential Search Committee Rockford College 5050 East State Street Rockford, 1L 61108-2393

Rockford College is an equal opportunity employe

Donelson Chistian Academy (DCA), a severy-law oper of Chistian at 1750 underts in grades (44 phough bowke, a severy-law oper of Chistian at 1750 underts in grades (44 phough bowke, a severy-law oper of the particular of the property of the particular operation operation of the particular operation operation

Junes Include:

1. Avanage the school's administrative functions and impressit sate and enhance DCA's overall academic position and spicial grade.

2. Nuture and enhance the Christian emphasis of the school.

3. Promote positive public relations and build an advectig to Critical endance of the school and of the school of t

The ideal person must have a master's degree and experience is of Challiffed candidates should sand a covariate and resums to Raskin, in care of Donelson Christian Academy, 131 States! Nashvilla, TN 37214. Deadlina for eccapting rásumés b May Is.

EPISCOPAL DIVINITY SCHOOL **Executive Director's Position**

Donelson Christian Academy Nashville, Tennessee

As leder in the Auglicon and wider community of duelogical education, statistism must have enthinsian for the School's vides and mission, which is should pittle, as collect managerial abilities, prevent effective and the state of the state

This appointment courtes the result of Pall Professor with assure and repossibility to bacch accessionally in the area professor. The Dest and Professor, and the professor with facility, though the commission to working with a tage of statests, perticularly those preparing for orelization in the Episcopal Carch, and to conversant with feasinist illumination theology and the commission and plotal work of the others.

Hudson County Community College

PRESIDENT

HIGGSON COMINY Community College seeks an seek and Throises of Indison Control Community College seeks an seek and the college and the college seeks an seek as different in an urban community callege where the richness of describ is laborated in a seek of the college seek and seek and seek and the control of Trustees. It is chief executive the college seek and the college is an open-access, when community seek and seek and the college is an open-access, when community seek and the college is an open-access, when community seek and the college is an open-access, when the community seek and the college is an open-access, seek and yells. Dispersed throughout bloods could be not be to college yells. Dispersed characteristics and the seek and high school required colleges of the college seek and the college of seek production and non-order objects and the college of colleges and colleges colleges

einkally and microaution diverse population.

The College seeks a visionary president to foster the orderly long-single development of the College, thiegely, decisiveness, and the shilly to motivate and listen to others will be required attributes. la addition, the President of HCCC should possess the following char-

- of siles:

 a Ability to work collaboratively to analyze current academic offerings and lead a strategic planning effort to meet the changing needs of students, the workplace, and the com-
- changing pector of success, her workpack, and not con-cluded and success the control alrengths and re-success of the College and, based on resulting profiles and Adopt at Mentility and developing funding sources to support desired programmatic results, and with the board Adopt so the programmatic results, with the board and the programmatic results, and the properties of each his the based with a programmatic properties of each in the based with an adoption of the College. Experience resulting positively with accrediting and scena-
- ing agencies.

 a Experience building an effective administrative Jeam and confortable with collective bargaining in a collegiate set-
- ing.

 Ability to coordinate the consolidation and new construc-lion of facilities. lion of racilities.

 Superior communication capable of projecting a new image of dynamic energy and achievement for the College.

and applications should be sent to:

nd applications another be sell for Joseph 9, Sherman, Secretary to the Hudson County Community College Presidential Search Committee 500 Plaza Orive P. O. Box 3189 Secaucius, RJ 07096-3189

Applications should include a current résumé and a l'honghitul letter discussing the candidate's qualifications. The Search Committee will begin reviewing applications on June 11, 1592. No condidate can be guaranteed full consideration if materials are received after that date.

artection of County Community College is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Coverning Boards of Universities and Colleges.

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Dean and President



he Board of Trustees of the Episcopel Divinity School invites nomin ad applications for the educational and administrative head of the S

resident within a structure of collegial governance, the Dean and President responsible for the overall administration of the School, represents the skeled? sherings, and insures planning and templementation of the School's fiscion. The Dean and President is accountable to the Board of Trustees.

Applications and mannes of promising candidates, with additional information and aronamentalistics where possible, schould be sent to The Dean and Foreistat Sanct-Committee, Ripscopal Divisting School, 99 Bruits Street, Candrigs, MA 02135 and received by July 31, 1992. Materials will be stated confidentially and received by July 31, 1992. Materials will be stated confidential.



President

LABETTE COMMUNITY COLLEGE . Parsons, Kansas

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All Inquirtee, nominations and applications will be local or considered and the considered Commission College, 200 South Principles Commission College, 200 South Principles Commission College, 200 Acad South For additional information, contact Wayne Newton, Search Consultant for the Association of Community College Trustees (ACCT). Telephone: 1319;434-611; das 1194-65-621.

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The People Who Made Hitler Possible



AM A SECOND GENERATION AMERICAN, an artist, and a Jew. I saw combat in World War II and knew first hand the evils of Nazism and the need to defeat its policies of world domination and genocide.

For years I have struggled with the question of how I, as an artist, could deal visually with the atrocities of the Third Reich in a meaningful way.

It was frustrating because I believe nothing could equal the truths of documentary, still, and motion-picture photography that revealed the horror of the camps and victims. . . . In 1990, after extensive research on the Nazi era, "Perpetrators" began to

take shape. Rather than depicting vietims, I dacided to portray the peopla who made Hitler possible. I began to focus mainly on a representative group of men who helped Hitler to power and implemented his policies.

These perpetrators came from every facet of life: law, education, the military, industry, finance, medicine, religion, science, journalism, and art. They were mainly men of position and education.

By using period photographs, together with biographical text as integral to the drawn portraits, I satisfied the twin poles of my aesthetic and didactic interests: work that achieves a formal coherence and at the same time has educational impact.

It is my hope to provoke the audlence to think critically about the present by remembering a past when a single tyrant was joined by a cadre of men in perpetrating evil across the world.

"The Perpetrators," an exhibition of 43 drawings and lithographs and a series of ee-dimensional works by Sid Chafetz, emerius professor of art at the Okio State University, will be at the Upper Arlington Municipal Center, Columbus, through June is The exhibition, organized by the municipal center, will then travel to other pla including the Manui University Art Museum, Oxford, Ohio (March-May 1993). The test above is account. above is excerpted from the artist's statement for the exhibition.

Free-Net Helps Case Western Fulfill Its Community-Service Mission

naturo politan area want informa-tion, they call up the Free-Net. No matter what they are seeking—un-sacts to questions about AIDS, the telephone number of their Con-ressman, Bill Clinton's views on cation—the community compiter network will probably huve

The Cleveland Free-Net is an electronic system with data bases in more than 350 areas, including arts, education, government, halth, law, and recreation. The system offers users electronic sail, discussion groups, and askno expert services, as well as frectories, and the like.

Available 24 Hours a Day

Anyone with a computer and a modem can gain access 24 hours a ay without charge to any ioforma the or service on the network. For tese who do not have computers fes, machines are available in the pelic library.
The Cleveland Free-Net, the na-

im's first public computer sys km, has been operated by Case Western Reserve University since

The university has teaching and research and community serv its as its missions," says Thomas M. Grundner, director of the uni versity's community telecomput-ing laboratory, who developed the network. "One area where the university was remiss is community

"We took the information nerv ite we had and, instead of keeping I terned in on the university, used it out on the community. Case Western Reserve's sucas with community computing pumpted the university to start Medica County Free-Net, a rural usion of the Cleveland system. Other institutions have devellar systems. Youngstow late University started the regitown Free-Net. Bradley versity operates the Heartland te Net, and the University of nati sponsors Tri-State On

Today, says Mr. Grundoer, in-lutions in 20 other communities is the United States and obroad lize networks. He expects 10 tworks to go on lice this year. hed the National Public Tele-imputing Network to turn the manusty networks into a nationtlem. The non-profit organizaa, which is not affiliated with the Western Reserve, is modeled for National Public Radio and the bile Broadcasting Service.

'Humble Bulletin Board'

"We're at a point in this country computer literacy is high so that you are now starting to a demand for the development free public-access community mptter systems, saya Mr.
andner, the president of NPTN. We want to give the community

1984, when Mr. Grundner, who was working for the Department of Family Medicine, set up a computer program called "Due in the Bux." The program let Cleveland residents call in work of networks. CLEVELAND

er bulletin board to stay in touch by modem to the bulletin board and with the clinics around town where his students were being trained. Citizens found the bulletin board and began posting messages.

"I had all these lay people erash ing my humble bulletin board," Mr. Grundner says. "They saw physicians all over the place and started posting medical questions. Some physicians would see them and noswer "

Mr. Grundner set up a more sophisticated bulletin board, which he called St. Siticon's Hospital and Information Dispensary, and wrote

Today, the Cleveland Free-Net leave questions. These were anis a major communications and in-

swered within 24 hours by a boardcertified family physician ern Ohin. It has 30,000 registered "The system blew off the wall. users, about 3,000 of them univer-We were running back-to-back sity students. Its 88 telephone lines calls," Mr. Grundner remembers. handle 6.500 calls a duy. St. Silicon's became the Cleve

Volunteer Help Is Important

land Free-Net in 1986. The system, which soon had more than 7,000 Mr. Grundner says the key to opusers in the metropolitan area, hanerating a successful community network is volunteer help. "Everyday on 10 (clephone lines. thing that appears on the computer Three years later, Case Western is there, because there are individ-Reserve expanded the Free-Net to mils or organizations in the com-48 lines and connected it to the munity who are prepared to con-

tribute their time, effort, and expertise to place it there and operate " he says.

The Cleveland network is run by about 300 volonteer systems operators, called "sysops," For the most part, they are prufessionalsdoctors, lawyers, and educatorsor hobbyists who are expert in some particular area.

Mr. Grunder snys the Free-Net has introduced many people to telecommunications who would not otherwise have had an opportu-nity to get involved. "We draw as users out of the demographically blue-collar areas of the city as we do out of the wealthier sectiuns," he says. "If telecomputing is to succeed, you have to penetrate the blue-collar clusses.

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President Bush's promise to lend \$25,000 to any American who wants to pursue higher education or job training may be good at only 50 cotleges and trade schools.

The Administration has released few details about the proposal that Mr. Bush introduced this month on a visit to Pennsylvania. He said then that the loans would be made through the Student Loan Marketing Association and be repaid on an

An Education Department oman canfirmed inst week that the proposal calls for 50 to participate in a 'demonstration program' at the start. She said additional details wauld be provided when the White Hause senils legislation to Congres ns early as this week.

The size of the proposal was made public in a letter that Sen. Paul Simon, Democrat of Illinais, wrote to Education Secretary Lamar Alexander about the plan. Mr. Simon is a proponent of incomeeantingent louns for all people. part of a tax bill in March

Mr. Simon told the Secretary tha a program for 50 institutions would be too small. "Even with the prospect of expansion after two venrs, it starts out too email to be able to promise e universal program unvtime in this century," he

Mr. Simon ended the letter by proposing a meeting between President Bush, Budget Director Richard O. Darman, and "some of us who have been proposing this idea

Tenneasee lawmakers will soon consider legislation to award \$500 scholerships to vomen on welfare who v to be implanted with the contraceptive device Norplan and to men on Medicaid who

egree to have vanectomies.

The bill's sponsor, Rep. Stevc K.
McDanlel, predicted it would pass.

sure originally would have given \$500 in cash to women who agreed to have tho contraceptive inserted into their arm. But House Speaker Pro Tempore Lois M. DeBerry criticized that version as racist, sexist, and "another handout." She agreed to the plan when the House Health and Human Resources Committee amended the bill to include men and offered scholarships instead of cash

Women and men can use the scholarship for any continuing or postsecondary education.

Although Mr. McDanlel admitted

the amount of the scholarship was low, he said it could help aid plents to begin preparing for the ich market. "If the governmen these often unloved and unwante children, then we should provide ways to help their parents pull themselves out of this unfortunate and terrible situation," ha said.

Government & Politics

Does Education Act Offer an Undeserved Bonanza or a Disappointment to Middle-Class Families?

A classic debate rages, some observers warn that low-income lamilies will be the losers

By THOMAS I. DeLOUGHRY

In their effort to reauthorize the Higher Education Act, members of Congress have been so eager to meet their middle-income constituents' demands for more studen nid that some educators think low-income students could be burt in the process.

Still others say supporters of the reauthorization bills exaggerate the amount of new sid that will be sysilable to middleincome families under current budget conditions.

Supporters of the legislation argue tha middle-income families are having trouble paying for college and that beloing them will increase political support for student aid-support that will translate into larger priations benefiting the poor, as well

The House of Representatives' reautho rization bill promises to expand Pell Grant eligibility to families earning as much as \$49,000, from the current \$35,000. It also would provide loans to all students regardless of their income. And both the House and Senate bills would make more students eligible for all types of aid-or increase the amount they receive-by making changes in the complicated system that the government uses to decide who is needy.

A Heavy Dose of Politics

The measures are part of the classic "access vs. choice" argument that marka every debate over student-aid policy. That argument is over the question, Should the government concentrate aid on the needlest students to help them attend a college or should it help middle-income students go to the college of their choice?

In this election year the debate has been effected by a heavy dose of politics, as both Democrats and Republicana try to portray themselves as helpers of the middle class.

Many thought Congress would avoid one major access-vs.-choice fight when higher-education associations agreed last



Richard F. Rosser, the head of NAICU "We ell hope we will come up with e compromise formule that does involve tuition sensitivity."



David S. Levy, director of finencial aid at the Galifornia Institute of Technology concarn is that we're going to end up disanfrenchising the lower-income student

year on a formula for distributing Pell Grants, and lawmakers incorporated it in their bills.

Lower-cost public colleges and highercost private institutions supported the plan because it promised eligible students a basic grant plus additional funds to pay at least a quarter of their tuitiun. The Senute bill proposed a basic grant of \$2,3100 and up to \$1,300 for tuition in 1993-94, while the House legislation proposed \$2,750 and up

But two recent nctions caused crncks in the compromise. Lawmakers' rejection of an "entitlement" measure that would have required full financing of Pell Grants and their opposition to using Defense Department savings for domestic programs have made it clear that Congress will not be able to afford even the \$3,600 Pell Grant.

expect Pell Grants to be close to the present limit of \$2,400, say they are unhappy



James B. Appleberry of the Association of State Collages end Universities: "The lower that Pell Grent bacomes, the less it needs to be tuition-sensiti

with the expected effects of the those levels. The officials note that House legislation does not say hou h mula would be applied for grant the less than \$4,500, while the Sesser would make the formula less sensi tuitlun for grants below \$3,600.

At the same time, the Senate bills guarantee that no one who now no \$2,400 would have the grant reduce the new formula. And it would dissi mensure that hurts many public students by limiting the largest grad per cent of college costs. Both die the private-college officials say, provide a disproportionate benefit to -college students.

Lawmakers will convene a contro committee to develop a compromist sentutives of public and private of have been meeting in Washington inde all support.

"We all hope we will come up and compromise formula that does involve to recial groups, ition sensitivity, said Richard F. Rest A threepresident of the National Associate Independent Colleges and University Private colleges are spending 34 his year on student aid end accd markly from the federal government, he sid.

Concern for Needy Students

take funds from needy students at life.

"We think that we need to take cut the access problem, said James B. And berry, president of the American Asso tion of State Colleges and Unit "That's best done if you direct the to the lowest-income students. The that Pell Grant becomes, the less is to be tuition-sensitive.

Regardless of whether mition bed

AN 'EDUCATION GOVERNOR'?

Amid Some Grumbling, Clinton Wins Praise for His Reforms of Arkansas Education

By GOLDIE BLUMENSTYK

LITTLE ROCK, ASK. Bill Clinton, the probable Democratic Presidential nominee, can lay honest claim to the title "education governor," educators here say.

Since recapturing the Arkansas Governor's office in 1983. Mr. Cliaton has made education the central focus of his administration and has built a substantial record. At his direction, the state raised teacher sals ries and required teachers to pass a competency exam to keep their jobs. Arkansas instituted standards that required all multic schools to offer college preparatory courses in mathematics and sciences and pushed laws to make colleges accountable for what their students learn.

Mr. Clinton has encouraged students to go to college by establishing new scholarship programs, revamping technical colleges, and sponsoring annual receptions for high-school valedictorians.

Two of the three times he tried, Guvernor Clinton even managed to get money for his reforms by pushing tax increases past e stubborn General Assembly.

Questioos About Taxea

Despite the progress, it is uncertain whether Mr. Clinton's reforms, particularly in higher education, have made a difference. Some here say that his reluctance to challenge nowerful business interests, particuhely in the poultry and natural-gas industries, led him to depend too heavily on regressive sales taxes to finance those reforms

The one time he did mise corporate taxes, in 1991, the rsult was a modest half-per-cent increuse, tied to an overhaut of technical achools that had been sought by business and industry.

Even with the tax increnses, some higher-education officials say their institutions Inck the resources to pay premium valaries or acquire speciul equipment or nuntefels. Governor Clinton has increased state spending on research, but Arkansas cannot afford the extensive arrayof research programs that have helped other Southem states, such as North Carolinu and Virginia, attruct high-technology industries. And aupporters of the state's public black college grumble that the Governor has not fervently championed their institution's aceds.

The core of what we have is probably very decent. says Gary D. Chamberlain, directur of the Arkansas Institute for Econumic Advancement. Colleges and universities have enjoyed some good years financially, he says, but, on the whole, "we're not well-funded. It's not something new for us. We never have been."

Many of Best Students Eschew State Colleges

Some public-college faculty members also question whether Mr. Clinton could have accomplished more before 1991, the year many of his higher-education programs were finally passed and financed.

We'd been disappointed until this year," says Thomas R. McKinnon, an economics professor at the University of Arkansas at Favetteville.

State officials themselves concede that many of the state's best students eschew Arkansas public colleges. About 15 per cent of the high-school graduates pursue their higher education outside the state-just as Gover nor Clinton did. Mr. Clinton is a graduate of George-town University and studied at Oxford University as s Rhodes Scholar before receiving his law degree from Yalc University Law School.

Bill Clinton was first elected Governor in 1978. He was defeated in 1980 (the term changed from two years to four in 1986), and was elected again in 1982. After assuming office in January 1983, Mr. Clinton began a decade-long crusade to improve education in the state.

Sweeping Package of School Reforms

The efforts were prompted in part by an Arkansas Supreme Court ruling that struck down the state's formula for financing its public schools. The Governor's wife, Hillary Rodman Clinton, a lawyer who, like her huaband, taught briefly at the University of Arkansas law school in the mid-1970's, chaired a key committee that helped develop many of the new school rules.

The result was a sweeping package of school reforms, financed with a one-cent increase in the state sales tax,

Continued on Page A26

Court Won't Reconsider Decision Making It Difficult for Public Colleges to Offer Minority Aid

Even with tax increeses thet

say their institutions leck

saleries or acquire speciel

equipment or materials.

the resources to pay premium

the Governor pushed past a stubborn

legisleture, some college officials

By SCOTT JASCHIK

The full U.S. Court of Appeals for the burth Circuit has refused to consider an have been meeting in Washington laws well of e decision that many educators op a new Pell Grant formula that the state would make the state of the s wieve would make it difficult for states or Mile colleges to offer scholarships that registricted to members of certain ethnic

A three-judge pacel of the court ruled folier this year that past discriminaion by a state did not necessarily jusly offering minority acholarships. The the appellate level dealing with the

Concern for Needy Successful Public college officials, though and border states that at one time oper-luctant to make concessions that we had been successful Many public institutions in the 19 Souththems now offer minority scholarships a pan of plans to attract black students to ameriy all-white Institutions. Some

Options for University

The case involved a scholarship pro-Fig for black students at the University and Maryland at College Park. A Hiapanic stated there, Daniel J. Podberesky, sued the misresty after he enrolled in 1989.

churging that the scholarship program denied him his Constitutional rights to equal protection.

Last year, a district court ruled in the university's favor, citing Maryland's past segregation as one justification of a scholarship program reserved for black students. But the three-judge panel of the appeals court said that past discrimination alone was "not sufficient." To offer a midecision on the legal atandard to the Su-Kathryn R. Costello, vice-president for institutional advancement at College Park,

said last week that no decision had been Many college officials have been walch-

ing the case, festing that the high standard et by the appeals court could make it difficult for any college to justify having a mi-

"There seems to be a rather dramatic clash

between sound educational policy in this area and what seems to be the current state of the law."

nority scholarship program on that basis, it said, a college or university must demonstrete "some present effect of this past discrimination that the program is designed to

The university, which had asked the full appeals court to consider the case, now has two options: It can return to district court and try to meet the more difficult legal standard set by the appeals court to justify the program, or it can appeal the

nonty-scholarship program. Sheldon E. Steinbach, general counsel for the Americsn Council on Education, sald: "There seems to be a rather dramatic clesh beween sound educational policy in this area and what seems to be the current state of

The council filed a brief on behalf of the University of Maryland in the most recent appeal, and Mr. Steinbach said it would probably help the university with a Supreme Court appeal, as well. But he said he was not optimistic that the Supreme Court-given its current make-up-would overturn the appeals court ruling.

This Bodee Very Well for Uat

Mr. Steinbach also said the ruling, and the Fourth Circuit's refusal to reconaider it, could strengthen the hand of Education Secretary Lampr Alexander, who is preparing guidelines for collegea to follow on minority scholarships. A proposed version of those guidelines, released late last year, would bar most minority scholar-

Richard A. Samp, a lawyer for Mr. Podbcresky, said he was delighted by the latest turn of events. He predicted that-one way or another-the university would be forced to abandon its scholarship program for black students. Mr. Samp is chief counsel to the Washington Legal Poundation, a group that has been fighting minority

"Given that the Fourth Circuit in recent vears has switched from a liberal court to a conservative court, and that that is mirrored on the Supreme Court, this bodes very well for us." he said.



A Classic Debate Rages Over Higher-Education Act

major factor in the Pell Grant formula, muny student-aid ufficers are uncomfortable_in the current budget climate—with efforts to add more middle-income families to the program. Every additional recipient makes it more expensive for Congress to raise the maximum Pell Grant hy even as little as \$100.

they say.

David S. Levy, director of finan-Technology, snid lawmukers should not "open the floodgates" on the Pell Grant program. 'Where's the mouey going to will end up discnfranchising the ncome student."

Bush Favors Neediest

Hut Phyllis J. Williams, scnior vice-president for financial affairs at Antioch University, said middleincome students deserve mure grants because they do not qualify for many private scholarships that are reserved for the poor. "We're reolly hurting the middle-income

The Bush Administration has said that granta should be reserved for the needlest students. It has proposed a plan to increose grants to as much as \$3,700 by tightening eligibility rules to climinate 400,000 recipients, and by climinating or shrinking four other old programs.

Paul G. Aasen, director of finanelal oid at Guatavus Adolphua Col-

Round I of the accreditation war

over "diversity standards" ended

earlier this month. Round 2 begins

In Round I the Education De-

partment delayed the renewal of federal recognition for the Middlo

States Association of Colleges and

Schools, citing the group's diversi

ty standards, under which accred!

totion reviews included evalua

tions of colleges' records on re-

cruiting minority atudents and

Education Secretary Lamar Al-

Accrediting groups come up for

periodic reviaw before the depart

review, alnce the Middle States

controversy broke more than a

year ago, of an accrediting organi-

zotion with a similar diversity poli-

The group is the Accrediting

Commission for Community and

Junior Colloges of the Western As-sociation of Schools and Collegea,

which accredits about 150 two-

voor colleges in California, Hawnil.

and the Pacific islands. It is np-

tion of changing its diversity stan-

oaching the review with no inten-

John C. Petersen, the commis-

sion's executive director, says that

since his group's standards are

similar to those of Middle States, will take his chances. "If it's part

ment. Noxt week will see the first

exander renewed the recognition this month only after Middle States

faculty members.

optional.

Periodic Reviews Held

istration's plan, but he agreed that Congress should concentrate grants on those in greatest need. He pointed out, hawever, that Congress will not admit as many middle-income families to the Pell Grant program as those families have been led to believe.

The incame ceiling rises and falls with the size of the grants, he noted, so the top income is likely to be much lower than the much-publicized \$49,000 level that would have been associated with a \$4,500 Pell Grant, "My greatest concern is the misconception the public has when they're led to believe things are going to be hunky-dory," Mr. Assen

He acknowledged that many middle-incame students would be admitted to the Pell Grant program because of proposed changes in the needs analysis" system that is used to determine a family's ability to pay for college.

One majar propossi would remove from the eligibility formulas o family's equity in its home or farm. The House has proposed excluding equity from aid calculations for all families, while the Senote would exclude it for fomilies earning less than \$50,000.

The provisions are the result of loud camplaints from middle-income parents who charge that current eligibility formulos are unfair. They reject the idea that they should sell their homea or take sec-

lege, does not endorse the Admin- ond martgages to send their chil-

dren to college.

Same aid afficers argue that excluding equity would cause the government to award more aid to a family that has bought a house than would give to another family of the same income that rents an apartment and saves for college. The two reauthorization bills pay ut least \$1,000 less for cullege

contain several other needs-annlythan they do under current law. sis changes that some college offi-Writing in a recent ACT newsletcials say should be reconsidered in ter for aid officers, Mr. Heffron

"We like the idea of a universal, unsubsidized

loan program, but we would first like to see

increases in Stafford-loan limits."

argue that many of the measures wauld expand aid eligibility for the middle clsas but do little for the neediest studenta, who already qualify for the maximum amount of

The House bill would allow fam ilies to exclude more of their savings from aid calculations, eliminate the minimum contribution that every student is expected to ard college expenses. and drop the student's contribution from 70 per cent of earnings to 50

that first-year students must contribute, and reduce the proportion

oran di Pilita

20

there's nothing I can do about i

Education Department officials

would not comment on what atance

they will take on Western. Tra-ditionally, members of the de-

partment staff release a report

on accrediting groups, with a

recammendation, at meetings of

the National Advisory Commit-

tee on Accreditation and Insti-

lutional Eligibility, which reports

to Secretary Alexander. The meet-

ing on Western is to be held next

One key difference between

anyway," he says.

Jahn C. Petersan of the Western Assanlation: "If it's part of a political!

cation Department thes to take

some action against the organiza-

tion. Mr. Peterson says depart-

ment officials have already asked

him to provide them with examples

of how Western has used its stan-

He says that he will defand the

standards to Education Depart-

ment officials, and that his mem-

recognition, Mr. Petersen says he week.

bership does not want to back down. As to the threat of o delayed

dards in reviewing colleges.

Defending the Standards

ted agands, there's nothing I can do about it anyway."

he will not be aurprised if the Edu- of a palitically motivated agenda

light af budget constraints. They said that making it easier for families to show that they are needy would mean nothing if the govern ment did not have more money for aid, "Instend, the relative leniency will simply make it more difficult to identify those who are most in need of help," he wrote.

Mark Heffron, assistant vice-

president for financial-nid services

at the American College Testing

Program, has concluded that most

of the "big winners" under the pro-

posals would be applicants whose

parental income, home equity, and

personal income ure higher than

average. He defined hig winners us

those who would be expected to

Many college officials have fewer qualms about Congress's plans for opening the loan progroms to more middle- and upper-income families. The House has approved a new Stafford loan program that would be avuilable to nil students. The Senate hos voted to expund the The Senate bill would lower to 50 Supplemental Loans for Students per cent the proportion of corninga program to include all credit-worthy students.

The Bush Administration has

versics on cumpuses. Much of the

criticism uver Middle States came

from the way it upplied its stan-

dards at Bernnrd M. Bnruch Col-

lege of the City University of

quotas at Baruch and interfering

Mr. Petersen says no one has

complained about his group's stan-

dords. Officials of the National

Association of Scholars a group

hat organized much of the opposi-

tion to Middle States, say they,

Western. (The diversity standards

of Western's four-year division

have aparked opposition, particu-

lorly omong some religious col-leges in California, but that divi-

sion will not be up for review until

Despite the lack of controversy,

critics of such standarda say the

Education Department should still

question Western's approach. Ste-

1994 1

plained.

precedent for Westero."

too, know of no complainta about

with religious freedom at Westmin-

Opposition in California

for middle-income families. Group With Diversity Policy Similar to Middle States' Prepares for U.S. Review said, "is o very important poli-Middle States and Western is that

Politically Unpalatable the intter's diversity standards are Rep. William D. Ford, Deno not known to have enused contro-

of Michigan and chief sponsor the House reouthorization bil. two reasons for supporting me aid for middle-income smi Mr. Wolonin explained. "Per New York and of the Westminster beyond those who are despera vania. Critica said—and Middle soid. 'And these programs' States denied—that the accrediting group was encouraging the use of

people in extreme poverty. Mr. Wolanio acknowledged admitting more stadents into Pell Grant program would make more expensive for the god ment to raise the amount of grants. But he said the argume favor of limiting the number of cipients so that the maximum

can be increased more easily not met with much success. 'We haven't done very with that scenario in the last 12 years to tarms of how rapi moximum has grown, he
The maximum Pell Grant is \$1. and will remain level for the

93 academic year, up from \$1 Mr. Appleberry of the state lege group agreed that Conshould adjust the needs system for middle-inc phen H. Balch, president of the National Association of Scholara, Sava the "Instantian" of Scholara, Sava the "Instantian saya the "potential" for problema budget is tight, but said polic exists, even if no one has comthat will build support for ad iding in the future.

Said Mr. Applebents move on those things you to Mr. Balch says the way the Edu- al apen cation Department handled Middle States "provides o good working complish this year.

By STEPHEN BURD

Controversies over research in-

of income that purents must con- sent mixed signals about loans are not based on need. The he. dent this munto proposed lass: i up to \$25,000 for all America through the Student Loan Mating Association, but he gave no 3

Some observers acknowled

that the proposals for provid

loans to the middle income and

tively low io cost, but they so

raise borrowing limits for the

needy students in the existing \$2

ford program. The Senatehase

proved increases of \$375 to 11.5

a year, but the Hause bill and

freeze the limits at the currentle

els of \$2,625 for freshmen

sophomores, \$4,000 for other

mate atudents.

they've done.

dergraduates, and \$7,500 for pa

We like the ides of a sain

unsubsidized loan program, but

Stafford-loan limits," said See

Dong, legislative director of the United States Student Associates

willing to modify much of st

tor of the House Subcon

Policy makers do not app

Thomas R. Wolsmin, staff for

Postsecondary Education, still

understands the criticisms suggested that the critics do me

derstund politics. Increasing

would first like to see increase

Congress should use the more

tails about the terms of the least olving sexuality and fetal-tissue the cost to the government. ntation have dominated the debate on the reauthorization Before announcing its progre of the National Institutes of the Administration blasted (sponsors of the House reaches, Health. But many science-policy esperts believe several other imtion bill for including a subsider portant provisions in the House of interest rate in the new State program and for providing ad-Representatives and Senate versoas of the bill ment attention. those "most able to pay."

The House version would: Make permanent an Office of cientific Integrity in the Office of the Director of the NIH.

a Require the Secretary of Wash and Human Services to develop criteris for the protection of those who report scientific miscon-Autor who cooperate in investigatiess of it. It would also penalize universities and other research orpaizations that retaliate against whitele blower a Require the Secretary to issue

regulations specifying the circumtinces that constitute conflicts of interest for scientists and order the Secretary to establish eriteria for preventing such conflicts.

a Set a limit of 26 per cent on the definistrative nortion of the indinet costs of NIH-supported re-

a Make it a federal crime to break into facilities to halt or disrept research using unimals.

The Senste version is silent on those issues, but it, unlike the House version, would create a matching-grants program at the was for the construction and muin-teance of biomedical- and behavioral-research facilities.

Providing 'Leverage'

While biomedical-research lobhists for the most part favor the thate version of the bill for what it nives out, some critics of higher decation say that the stricter prohions in the House bill on scienthe misconduct, conflicts of inter-ed, and indirect costs would insure hat scientists net honestly.

in a letter to Sen. Edward M. Rengedy, the Massachusetts Demscret wha chairs the committee with jurisdiction over the NIH, the consumer activist Ralph Nader wrote: "Legislation on the House tile will give the NIH and Congress everage to protect the public Inter-ex in maintaining objectivity and eatific integrity in the clinical

kalage megnty in the children is in a children is in a children in the child tecutive director of the National outition for Universities in the built interest, o group that Mr. built interest, o group that Mr. built interest, o group that that the built interest is final bill should include the built interest is final bill should include the built interest in the built interest is final bill should include the built interest. Provision on indirect costs.

This seems to be a rare instance."

beliebe the agencies involved and the scientific community,

We believe that ur

e says, "in which Congress has Reg responsive to the public inter-tal in university accountability." Supporters of the Senata bill say hat while issues like acientific mis-tonduct, conflicts of interest, and limits on inlimits on indirect costa are imporand those issues should not be take up by Congress. Inatcad, they say, such issues should be the take up to congress. Inatcad, they say, such issues should be the with in a collaborative effort beautiful.

collaborate with industry.

Ms. Hansen also says that it is

Crucial Differences Seen in Senate and House Bills to Reauthorize NIH



Berbara C. Hansan of the U. of Maryland: "I ballave that there is a federal rais in policing science, but it should only be in major cases of substantial research fraud."

should retnin legitimate authority and cuntrol over these issues." munity retain its ability to police suys Maureen K. Byrnes, director of federal relations for biomedical policy at the Association of Ameri-

can Universities. "If the government is going to get involved in them, it is prefera-ble that it gets involved through regulations and administrative procedures because this meons pro viding an opportunity for input and cumment from the universities and It allows flexibility for dealing with complex issues-the type of flexibility you connot get through legis-

lution," she saya. Mr. Minsky diangrees. He says that universities and the Administration nlike oppose strict regula tions on misconduct because they are more interested in insuring that universities and industry collabo rate to make products to help the economy than in protecting the public interest.

"What hos happened is that most of the people accused of mis-conduct and fraud are big, entrepreneurial scientiata," he says. The Administration is opposed to making life hard for these people."

Warning About Strict Rules

Barbara C. Hansen, a professo of physiology in the School of Medicinc at the University of Maryland at Baltimore, says that legislation that is too rigid and inflexible on iasues auch as conflicts of interes could be harmful to the nation's economic well-being.

She notes that more than 700 aci-

entists, research administratora, and business leaders sent letters to the NIH opposing proposed regulotions that would have barred NIHsupported scientista, administra tors, and their familles from owning stock in companies that might be influenced by the scientists' reaeareh. Secretary of Health and Human Services Louis W. Sullivan

eventually killed the proposal.

Overly atrict regulations, she says, "make it difficult or even Impossible for academic scientists to

"I believe that there is a federal role in policing science, but It should only be in major cases of substantial research fraud," she says. "I think the primary role for the initial inquiry und investigation

for both misconduct and fraud should remain with the research in-

On a less controversial note David B. Moore, assistant director of governmental relations at the Association of American Medical Colleges, says he is pleased that both the House and Senate bills in-

clude provisions related to government support for building or renovating research facilities. The Senate bill sets up a grant progrum for building and maintaining facilities that would require applicants' proposals to undergo peer review. The House bill includes—in its indirectcost provisions—a measure that would allow the NIH to support building new facilities if the Secretary provides certification that they new facilities would be necessary to NIII research.

Attempt to 'Micro-Manage'

Mr. Moore says his association supports the Sennte version, which is less conditional than the House

The Department of Health and Humon Services has come out against both the House and Schate bills for attempting to "micro-manfunlicating efforts already undertaken by the department. Depart* ment officials onte for example. that the Administration is alrendy working on new limits on indirect

Some biomedical-research lobbyists also question the duplica-tion. Says Roger J. Bulger, the president of the Association of Academie Health Centers ond a member of the Advisory Committee on Scientific Integrity of the Public Health Service: "I don't see the need for new legislation on questions of scientific Integrity because we've been dealing with it in our

WASHINGTON UPDATE

Administration considers new policies on donations to colleges

■ 8 Lawmakers ask Alexander to delay guidelines on minority aid

■ Three newspapers sue arts endowment over closed meetings

Bush Administration officials are considering propos-als to monitor tax deductions taken for donations to colleges and other charitable or-

Among the ideas under con-

a Allowing deductions for contributions of gifts greater than \$100 only if the recipient provides a formal acknowledg-

a Requiring colleges and other non-profit organizations to tell donors the share of coatributions that is used to pay for services, such as a dinner attended by the donor. Such portions of gifts may not be deduct-

m Imposing new penalties on non-profit groups that make false atatements about dona-

Collage officials said they had ao objections to the proposals.

Eight members of Congress bave asked Education Secretary Lamar Alexander to hold off on inating guide-lines for colleges to follow on acbolarships that are reatricted to members of certain ethnic or rectal groups.

The eight lawmokers, who have requested a study on minority scholarships by the General Accounting Office, soid the Arta, holds open meetings at that Mr. Alexander did not have enough information to announce guidelines. More atudy is needed on the availability of minority scholarships and the probable effects on students of eliminating the awards, they

said In a lettor to the Secretary Late last year Mr. Alexander ssued a preliminary version of his guidelines. The proposed

scholarships in most cases. A spokesman for the Education Department and inst week that Mr. Alexander was reviewing the letter and had no comment on it.

Among the eight members of Cangress who wrote the letter. men of the Judiciary Committees in both the House and Sonate and the committees in both houses with jurisdiction over education programs.

Three newspapers aced the National Endowment for the Arts in federal district court last week, demanding that all meetings of the en-dowment's advisory board be open to the public.

The Presidentially appointed which members discuss endowment policles and grant proposnis. But council members also hold closed meetings with endowment staff members, usual ·ly the day before a public meet

The New York Times, The Washington Post, and The Philadelphia Inquirer charged in their suit that those sessions vi olated federal open-meetings laws. The endowment issued a statement saying that it believed it was following the law and would wait for a court ruling on the matter.

Portions of the meetings of the National Council on the Humanitles, the ndvisory board for the National Endowment for the Humanitles, ore also closed to the public. An NEH spokeswoman declined last week to say why portions of the meetings were closed or to comment on whether the arts-endowment suit would affect the NEH

A apokesman for The Washton Post said the newspaper believed agencies other than the law, but that at this time the suit would remain focused on the NRA. -SCOTT JASCHIK

Clinton Wins Praise, Some Criticism, for Education-Reform Efforts in Arkansas

Continued From Page A23 Most of the money went toward public schools, with noticentile resolts. In 1982, 35 per cent of all high schools didn't uffer advanced mathematies, 32 per cent didn't offer chemistry, 54 per cent didn't offer physics, and 47 per cent didn't offer foreign languages. Today all high schools offer those

'fhe Covernor's supporters say those early efforts have helped higher education by better preparing students for college. "He's concentrated on the supply side. says Diane Bluir, a friend of Mr. Clinton's and a professor of political science at the University of Arkunsus at Faverteville, Ms. Blnir, who is now working for the Clinton campaign, says the reforms "were essential for any real improvement in higher education.

Meusurable Results

Some results of those earlier reforms are nuw measurable.

The college-going rate (which the state culculates by counting the number of high-school graduates who go on to Arkunsas public and private colleges in the full following their graduation) has increased from 38 per cent to 51 per cent since 1983.

That alone is noteworthy, soys Mnrk D. Musick, president of the Southern Regional Education Board. "That is a major change for a state. That's the kind of change



Barry M. Muid, chairman of the English Depurtment at the U. of Arkunsus at Little Rock: "We're batter off now than whun I got have 11 years ago."

But along with on improved eol- per eent in remedial reading lege-going rate, Arkansas hos courses, slate records show. found that a high proportion of the freshmen at public colleges require remedial work: Last fall, more than 54 per cent were placed in remedial mathematics courses, 38 per eenl

The percentage of students requiring remedial English and mathematies has risen slightly in recent years. Stote higher-education offi-elals say the increase is due partly in remedial English courses, and 34 Iu the phasing-in of higher ston-

students differently-or not at

dards. In 1989 students who did not seore above 15 on the American College Testing Program exam were required to take remodul elasses. Now, the ACT cut-off score

Because states assess entering

all—comparing Arkansas wither or states is an imperfect energy Mr. Musick, however, says Gor nor Clinton deserves credit for approach to remedial education

Government & Policy

"Arkunsas is one of the fa: states that has forthrightly lead the issue of remedial educated he says. A 1987 law requires o leges to assess enter and report back to the high school on huw their graduates fared.

'Reaping the Harvest'

Dinne Gilleland, the state's & rector of higher education s students who have taken the meor preparatory courses do bene on the ACT-and, in the past for years, there has been a 25 ec cent increase in the number of a dents who take such come 'We're just now beginning ton; the harvest of these courses bein place," she says.

Ms. Blair save Mr. Clinton servea credit for the benefit the trickled down to higher eders's from the 1983 reforms. Heakalserves praise, she says, for hisz popular insistence that one-mate uf the new revenue from the B sales-tux increase he set asid: 6 colleges and universities.

After 1983, political opp

of Mr. Clinton accused him of "6 verting" money to higher eli tion, "as if that was some kind futal flow " recalls Ms. Blair.

Yet the issue of college and versity financing has been a se point for higher-education of here. The hiennial budgets em between 1985 and 1991 were spo As recently as 1989 the state

government & Politics

pressed its displeasure publicly. In is Arkansas Higher Education Plan 1989-94, the board, made up mostly of Clinton appointees, de-clared in crisis in higher educaion," and said: "We are well bealmost every comparative measu of financial support for public high-

New taxes and uther programs enacted in 1991, particularly an addisonal half-cent increase in the sales tax, are designed to remedy many of those ills.

A Politically Potent Group

The bulk of the new sales-tox revenue is being used to raise the plaries of public-school teach-crs—a politically potent group that Clinton alienated with his teacher-testing program in 1983. Higher education is getting

short \$10 million from the tax. The money is being used to increase salaries and to ereate several new fasacial-aid programs. One of those is the Arkansas Challenge Scholarship Program, designed to encourage schoolchildren to prepare for college by promising all low- and middle-income students fre tuition at a public college if they earn good grades.

Increasing financial aid has been

"Arkansas Is one

of the few states that has

forthrightly faced

the issue of remedial

education."

a high priority of Mr. Clinton's In 1882-83 the state was providing about \$1.5-million for financial aid. By 1991-92, the amount had grown o more than \$8. I-million.

During the 1991 session, lawakers also approved Mr. Clinus's College Savings Bond pro-yam, which is designed to help families have for college and so far has provided about \$72-million for ath library acquisitions, scientific pripment, and major construction denance projects at cam-Rises across the state.

In addition, Arkansas is overauling and upgrading its technisucation system, thanks in large part to the half-per-cent incrate in the corporate income tax that also was also enacted in 1991. ourisea of the state's 24 postsecondsry vocational-technical are adding college-level coarses and are expected to meet technicul-college accreditation flandards by 1997.

Some political activists here tented that Governor Clinton tould do much more for education, sithout harming the well-being of tox chizens, if he campaigned for agajor increase in the tax on natund gas, which the poultry industry as helped to keep quite low. Saya brownie Ledbetter, president of the Arkansas Pairness Couocilile has got a lot of political capithe sas got a not of positical capa-tal. He ture as bell doesn't want to movice the power structure."

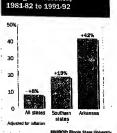
Ms. Ledbetter served on a tax-

trium commission appointed by Clinton that recommended es in state tax lawa.

Arkansas Higher Education in the Clinton Years



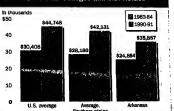
Gov. Biti Clinto



Change in State Appropriations

for Higher Education

Average Faculty Salaries at Public 4-Year Colleges and Universities





Arkansas State University-Jonesboro

Arkanene State Univers Arkansas Tach University-Russa

4. East Arkanaas Community College-Forrest City

5. Garland County Community Collage-Hot Spring 6. Hendarson State University-Arkadelphia

7. Masissippi County Community Collaga - Blythevill

North Arkansas Community College-Hanison North West Arkansas Community College-Ben

10. Phillips County Community Collaga-Halena

11. Rich Mountain Community College-Mens

12. Southern Arkanaas University-Magnolia 13. Southern Arkansas University-El Dorado

14. Southam Arkansas University Tech-Camder Univarsity of Arkanaas-Fay

16. University of Arkansas-Little Rock

17. University of Arkansas for Madical Sciances-Little Rock

18. University of Arkansas-Monticallo

19. University of Arkensas-Pina Bluff

20. University of Caniral Arkanssa-Conway 21. Wastark Community College-Fort Smith

New York Allows Military Recruiting at SUNY, Despite Armed Forces' Refusal to Recruit Gays

By TOYE MERCER

New York State's human-rights tion by allowing military recruiters commissioner has cleared the way un its campuses, she said. for the armed forces to continue recruiting on campuses of the State University of New York, even though an executive order bans' stote agencies from discriminating against people because of their sexunl preference. The military does not necept homosexuals.

Margarita Rosa, the commissioner, ruled that u 1984 state law giving military and corporate regrailers equal occess to sunv cumpuses superseded Gov. Marlo M. Cuomo's 1983 executive order furbidding discrimination. Her decision reversed a Sentember ruling by her agency's Office of Lesbis and Gay Concerns that banned nills itary recruiters from the low school at suny's Buffalo camous

That decision, which was not ened pending Ma. Rosa's review, set off a political fight in the state.

Pollcy Repeatedly Sustained

Gay-rights advocates hailed the September ruling. But Governor Cuomo snid li was unenforceable. SUNY appealed the decision, arguing that the system could not reuire the military, as o third party, to abide by the executive order

Ms. Rosa, who was appointed by Mr. Cuomo In 1990, agreed. She wrote that the military's policy bar-ring homosexuals, "however repugnant or dubious in logic and deorable in its results," has been repeatedly sustained in federal courts. Therefore, suny is not

the Lesbinn and Gay Law Students Organization at sunv at Buffalo. said Ms. Rosn's ruling was an example of "gay and lesbian students' being sold out."

Evan Wolfson, the lawyer for a woman who filed a complaint in 1990 with the humon-rights office over military recruiting at suny said his client was considering whether to take the matter to cour

Watched by Other Collegen A SUNY spokesman, Ken Gold-

farb, said university officials were satisfied with the decision, but that Chancellor D. Bruce Johnstone would "continue to push to se that the military opens its doors' to gays and lesbians. He acknowle edged that the Buffalo eampus had received grants from the Depart-ment of Defense-nearly \$3,9-milllon in fiscal 1990-91-but denied charges by Ms. Mattar that the money had played a role in suny's

opponition to the first ruling. Mr. Wolfson, a lawyer for the Lambda Legal Dafensa & Educa-tion Fund, said Ms. Rosa's interpretation of state law made it Impossible to enforce Governor Cuc

mo's executive order. "SUNY could not say, 'We're going to allow everyone but the military to come and recruit. But it can say, Every employer who does not discriminate can recruit, " Mr. Wolfson sald, "That

access as other employers."

The suny case has been watched Brenda A. Mattur, president of by eolleges antionwide, in the fall of 1990, the Association of Ameriean Law Schoola required its 158 members to ban recruiters who discriminate over sexual orientation. Last year a student sued the University of Minnesota's law school. which adheres to the policy, claiming that the bon of military recruit-

"aiding or abetting" discrimina- would give the military the same ers infringed free speech. No First where. She added that she all gued Donald M. Lowis, the university's lawyer. The case will be

henrd in June in federal court. Ms. Muttar of the Buffulo gavsludent group conceded that the New York ruling was a setback fur gay rights there, but she ploved down the effect it could have else-

Amendment violution exists believe the ruling would have "where the university enforces un impact on similar efforts to a anti-discrimination policy," ar- the Reserve Officers Train

Corps from campuses.

There are u lot of efforts go un, especially at private instructions," she said. "Had we be successful, it would have been mujur victory because of the size BUNY. But I wouldn't call this 15

STATE NOTES

■ Panel drops charges against two-year-college presidents in Ohio

Cal. regents reaffirm benefits package for departing precident

Saying it lacked jurisdiction, the Ohio Elections Commission has dinmissed chargen against 24 two-yearcollege presidents for ques-tionable campaign doputions

to legislators.
The commission also said it had datermined that the Ohio Technical and Community Colege Association was guilty of violating several campaign-reporting laws, including a requirement that it file a statement of expenditures.

More-serious charges against the association and its former director, Hal Roach, will be considered by the commission May. The association and Mr. Roach have been charged with misrepresenting the source

of thousands of dollars of cam- hissed und hooted when Go paign contributions made to Pete Wilson and other regents state legislators by the colleges through the association

Mr. Roach has denied wrongdoing. —GOLOIE BLUMENSTYK

The University of Califor-nia's Board of Regents last week reaffirmed a controversiat \$2.4-million retirement package awarded to David P. Gardner, who has resigned as the university's president effec-

State politiciana and student leaders complained that the timed while the university is making source in this year and faculty are living making severe budget cuts. Placard-waving students

defended the package. The regents have said such packages are necessary to attract highcaliber people to the institution. After the meeting, an investgation of an executive pension program for 22 top university administrators, including Mr.

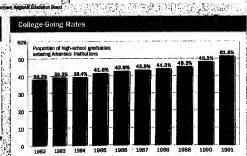
Gardner, was tentatively # proved by the Legislature Joint Audit Committee David A. Roberti, President Pro Tempore of the State Sepate, said the regents seemed to be unaware that student fees had been increased 24 per cent this year and faculty sale

on Mars," he said. -JACK McCURDY

Fall Enrollment In Public Higher Education

		_ 8	llnok
	Total	Number	Pot. of total
1983	65,037	8,873	13.3%
1984	64,487	8,844	13.4
1985	66,131	9,066	13.7
1988	67,381	9,017	13.3
1987	68,512	8,995	13.1
1988	70,575	9,117	12.9
1989	73,035	8,423	12.9
1990	77,554	9,826	12.8
1891	81,121	10,767	13.2

These charls and the list of 21 public colle



Sole Public Black College Supporters of the Governor say

that he has risked political capita with his campaigns for tax increases and that it is unrealiatie to expect more of him, given Arkansas's political traditions. Another issue on which Mr.

Clinton draws criticiam is the state's treatment of its sole public black college, the University of Arkansas at Pine Bluff. "We needed some extra attention, which has not really been forthcoming under

body even picked up our stuff and

wrote bills on it," she says. "He

never paid any attention.

his odministration," saya Corilss Mays Howard, president of the institution's national dumni ossocistion. Ms. Howard says Arkansas is not living up to promises it made to the federal government in 1988, when the state was released from a

federal desegregation lawsuit.
'We still don't offer professi al degrees," she says, and the masdegrees that the state pro ised to ereate in the late 1980's were begun only a year ago. Also, she says, the state's assistance in providing housing for the Institution's growing student body has not been add

"I don't thiak ha's done any-

thing special, but he's been fair," says Ms. Howard.

Stata officials say the Governor has supported saveral efforts for Pine Bluff, including state financing for a new dormitory and a special annual allocation—\$638,000 this year-above the omount it would receive under the state budget formula for "program enhancements."

The Whole Record

Others, taking Mr. Clinton's entire record into account, are more enthuslastic than Ms. Howard. 'We're better off now than when I got here II years ago," aaya Barry

M. Mald, chalrman of the English Deportment at the University of Arkansas ot Little Rock. He says the Institutions still need more faculty positions, better salaries, and better equipment. But he is able to hire fuculty members at competitive salaries, Mr. Maid snys, and he has enjoyed consistent, if "not outstanding," raises, while colleagues in public colleges across the country endure poy freezes, layoffs, and budget cuts.

"We still have a crying need," Mr. Maid aaya. But "lalking to friends in New York and Massa; chusetts and Virginin, I'm reall happy to be in Arkansas."

PHILANTHROPY NOTES

■ Houston trial lawyer gives U. of Texas System \$13-million

Alumnus gives \$4-million to U. of lows for business school

Brown U. hopes to rsise \$450-million in cspital campsign

A Houston trial lawyer who fur the sniversity's medical branch million to the University of is known for winning multi- in Galveston, and \$1-million to cremillion-dollar awards in the courtroom has given \$13-million to the University of Texas

Joe Jamail, who earned his bachelor's and law degrees at the university's Austin campus, said the counsel in mare than 100 cases that \$13-millium was "just an initial resulted in a verdict or settlement gift." He said he and his wife, Lee, who also attended the sniversity. plan to do much more.

The donntion includes \$9-million for the Austin campus, \$3-million nte a chair that would be held by the system's chancellor.

The UT-Asstin portion is amang the largest gifts ever given to the that campus by an individual. ing its basaethe school. The facility will be named for Mr. Pappaiohn

Mr. Jamail has served as lead resulted in a verdict or settlement of mare than \$1-million

state bands for the bailding. The A 1952 alumous has given \$4-University of lawa Fosndation will seek to raise the remainder. So far. the fosndation has received about

-KATHEBINE S. MANOAN

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U. of Mich. Given \$30-Million to Study Free-Market Economies

ANN ARSOR, MICH. ban Detroit. The donation will

A Detroit corporation has support several ectivity and pledged \$30-million to the University of Michigan for u new economics institute.

It will be named for William Davidson, owner of Guardian Industries Corporation, which made the pledge. Mr. Davidson also owns the Detroit Pistons haskethall team.

University's Largest Gift

The institute will seek to help countries make the transition to market economies and help businesses operate successfully under the new systems. Recent changes in Eastern Europe and the former Soviet Union have heightened the need for education about free-market practices, Mr. Davidson said in a

The gift, Michigan's largest and one of the biggest ever made to a public university anywhere, will be paid over 20 years by Gunrdinn, a glass-manufacturing company in subur-

support several activities at the institute, including:

Seminars for business leaf

ers, entrepreneurs, and gover-ment officials, who will state how market economies and Internships will also send sudents to Poland and the former Soviet republics.

a Fellowships for scholar from American universities, who will study and teach overseas. Foreign schalars will also be in residence at the institute, studying economics, marketing and corporate strategy.

Research projects by American and foreign scholar University officials say the institute should be operating within a year.

The donation from Guardin Industries is considered t "leadership gift" for the university's capital campaign. The five-year drive, which will be announced later this year, is repected to raise at least \$750 mi-

PRIVATE SUPPORT

More than half of the money will BUBH FOUNDATION E-900 First National Bank Building 332 Minnesote Street go into the university's endow ment, vals ed today at \$500-million Nearly one-quarter will endow fac-St. Paul KK101

St. Peut 85.001.

Amesiges Indian sellages, Fur upport of proarmer \$108,211 to Turtle Montain Commanity College.

Mack colleges, For support of programs: \$250,000 to children; \$355,000 to children;

-Por a new sports and litness center: \$703,500 challenge grant to College of -For n new science center: \$492,000 chat-lenge grant in College of Saint Hene-

Board.
—For research and training in international accurity and arms controls \$1.1-million to Stanford U. Molenne. For a center for the stody and prevention of violence: \$600,000 over two years to U. of Colorado at Boulder.

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Thomas J. Walson, Jr., chairman emeritus of the International Business Machines Corporation New York 3,0022
Affines. To sirengifier the scientific and lechnological infrastructure in sub-Spharen Africa: \$443,000 to American Association for the Advancement of Science. International leagues. For meetings on East-West relations for American lawmakers; \$503,330 to Aspen Inailiate. made the largest gift so far to the campaign last year, a \$25-million

lows for a new business school.

The gift, from Jahn Pappajohn,

ventsre capitalist, will go toward

the \$34-million cost of a new build-

and will hosse classrooms, officea,

and auditorisms. It will also be

en technology.

easipped with compsters and vid-

In 1990 the lowa State Legisla-

tare voted to provide \$24-million in

\$8-millian in gifts and pledges.
In the past three years, Mr. Pap-

pajohn has given a total of \$8-mil-lion to the sniversity for various

needs. He is president of Equity

Dynamics Inc., of Des Moines,

which invests in start-up compa-

Brown University has opened eapital campaign to raise

cluding chairs for assistant profes-

The university will also try to

raise \$75-million for financial uid

\$25-million for new and renovated

About \$163-million in gifts and

pledges has already been raised.

The drive will end in December

facilities, and \$10-million for ath

-JULIA L. NICKLIN

nies in the heslth-care industry.

Although the goal is modest compared with those of other lvy League universities, three of which are trying to raise \$1-billion or more. It is \$268-million higher than the amount raised in Brown's last

campaign, which ended in 1983. --- LIZ McMIL CRN

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GIFTS & BEQUESTS

Amarican University. For the last library \$100,000 and a collection of care both valued at \$100,000—from Leonal 5

Jenner.

For programs in conjunction, 93% from LeRoy C, and Aliven Seith.
Lalsystia Collega. For the sciences 5126,806 from the extent of Lenk Kelly and Jess Morgan 60%.
For programs in the art. 342,00 fed Lee N. Steiner. "The practice wasn't fair to other

Auen and, continuing-education for do not apport such services as actions advising.

University officials said they maked that one people were rightening a continuing-education storage to the continuing-education should be also be about the storage of the continuing-education should be also be about the storage of the continuing-education should be about the storage of the continuing-education should be about the storage of the continuing-education and storage of the Taxan Christian University, For said ships for students from admerly near \$100,000 from Nationalized of free University of Misseuri at Colonie, Intelligence of the control of the control

Members of black fraternities and sororities don't like the antihizing rules that their outloom organizations have adopted, and some of the local chapters continue to subject their pledges to rituals and physical tests during pledging.
Those are the findings of a study

conducted by a Kansas State University doctoral stadent who wanted to know how the anti-hazing nies had influenced fraternities and

The eight national black faternities and sororities outtawed the practice of hazing last year because of lawsuits from students who had been injured daring the pledge process. Instead of pledging, the National Pan-Hellenic Council substituted two- to fosr-week programs in which students learn bout the history and ideals of the

But Tany Williams, co-adviser to Kensas State's Pan-Hellenic Council nd the student who conducted the duly, said undergradagtes were

thiciant to give up pledging.
"Many students don't understand he new process," he said. "Others take the pledging undergros nd, or they pledge out in the open and dare anyone to do anything about it."

For his study, Mr. Williams sent servers to members of black fraternities and sororities at 25 offices and snivarsities. Mr. Williams, who is creating a Center for the Study of Pan-Hellonic uses, said that if the national intendiles and sororities want their new membership programs to work, they must hire more stuff tubers to monitor the campus dusters and work more closely with colleges and sniversities to make

Students at the University of Students at the University of Hasachusetts at Amberst will no loger be able to use a financial tophole that let them take their dates for less than the going sts.

tulents who had to pay the full talents who had to pay the full tale," said Norman D. Aitken, sacciate vice-chancellar for sadenic affoirs. In addition, Mr. Aiten said, continuing-education for do not seasons made consistency

obstwire. Mr. Aitken sald the substyle Mr. Aitken sald the substyle Mr. Aitken sald to substyle Mr. Aitken sald to substyle Mr. Aitken sald to substyle Mr. Aitken sald to

Rolegia who may be hurt by the

ure abuses da not occur.

About 400 stadents had dropped ADJUL 400 stadents had dropped out of the regular undergredunte program and registered as part of the university's continuing-decimation division because those whether they should ask for proof from applicants who claim that heritage. The issue was spotlighted this month in The Detroit News, which found that many waxes cost much less. For instance Michigan institutions simply allowed stuwaste cost much less. Por instance, as in-state student taking a full-load of classes pays \$2,431 per year, while as out-of-state student pays \$5,365. Acontinuing-education student pays to co. dents to declare their ethnicity or race, without checking to see if the declarations were true.

The newspaper also found that some students who had previously described themselves as white now said they were Amencan Indian. As a result, the newly declared American-Indian studenta were receiving financial aid and other benefits at the University of Michigan that normally were reserved for disadvantaged and minority students. Those benefits included a full-tuition waiver under a program for state residents who are at least one-fourth American Indian.

By MARY CRYSTAL CAGE

College and university officials seeking

to diversify their enrollments are snsure

how to define "American Indian" and

Students

This year, 189 of the university's 36,228 studenta are classified as American Indians, an increase of 40 students since 1989.

'Looking at Every Avenue'

College and university administrators in other atstes also are trying to devise policles that will help them decide which atu-



Rick Waters, assistant admissions director at U. of Colorado at Boulden: "I think the economy is

for Colleges Seeking to Diversify Enrollments

Claims of American-Indian Heritage Become Issue

Richard H. Shaw, U. of Michigan's director of admissional "We're trying to attract students who will banefit from the experiences at the university."

dents are American Indian, and thus qual fied for aid, and which are not. Said Rick Waters, assistant director of missions at the University of Colorado at Boulder: "I think the economy is really

impacting this situation. Parents are looking at every avenue for financial essistance. You get a number of students who hear from high-echool counselors that if you're an American Indian yos can get a lot of scholarship money."

\$29.3-Million In Ald

The federal government, many states and most tribes provide financial assistance to American-Indian students through a variety of programs. According to the Nntlanal Indian Edscation Association, \$29.3-million in undergraduate aid wsa avallable through the U.S. Bureau of Indian Affairs for the 1991-92 academic year. In addition, both the bureau and the U.S. Department of Education provide money for American Indian students enrolled in graduate programs.

rates for American-Indian atudents. A few. such as Michigan, waive luition.

Soma higher-education officials said that white students who identified themsalves as Indians might have just misinterpreted the question. When completing admissions applications, some students could have checked the box next to "Native American" because they were born in the United States and therefore considered

Continued on Following Page

Student Claims of Indian Heritage Become an Issue for Colleges

Continued From Preceding Page themselves native Americans Other higher-education officiuls note that many institutions have alternative admissions policies under which some or all of the usual ad mission requirements are waived. Typically, those policies are reserved for students with special abilities, such as athletes, and for members of under-represented groups. Students may think they are more likely to be admitted if they say they are American Indian. which would audify them for the special ndmissions policy.

Motives Ouestioned

The stories in The Detroit News also questimed the motives of higher-education officials, suggesting that the University of Michigan und other institutions admit students of questionuble minority status to and their carollarents-a charge that was adamantly denied by Michigan officials.

However, beginning in the fall of 1992, the University of Michigan will tighten its review of students wha claim to be American Indiana hy asking them to declare an affiliation with a specific tribe. Many other institutions, including Arizona State University and the University of Okiahoma, have apnointed committees to come up

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fraudulent claims of American In-

The University of Colorado handles the situation by establishing twu classes of American-Indian students-those wha say they are American Indians and those who can prove it. Only the latter arc eligible for financial aid. Mr. Waters. who is a Cherokec-Kiowa, said: "For admissions purposes, if a student identifies as American Indian. it's just like n student who self-identifies as black or Asian."

However, students who apply for scholarships that have been designated for American Indians must supply additional information, such as their tribal affliation. their tribul number, ar a certificateof-blood card that specifies how much Indian blood an individual has. Students are also asked to write essays, which are reviewed whether the writing reflects an understanding af issues affecting

About 130 af Colorado's 21,000 undergraduates declared an their admissions applications that they are American Indians.

"It'an very iffy area," Mr. Waters said. "I'm one-sixteenth Irish. but all I know about being Irish is shamrocks and leprechauna. People who are one-sixteenth Indian don't know much more than that about being Indian.

That is a point that troubles some higher-education officials. Said with a way to reduce the number of Richard H. Shaw, director of admissions at the University of Michigan: "Beyond this whole issue of ther one needs to verify their tribal background, there is another consideration. There are students who grow up in the city who actually are American Indians. It's no their fault that they haven't develaped an affiliation with a tribc."

'That's Discrimiostory'

Purthermore, Mr. Shaw said. those students muy develop an af filiation and a better understanding of their heritage through programs at the university. "We're trying to attract students who will benefit from the experiences at the univer tution." Mr. Shaw said.

Same higher education officials go even further and question whether it is appropriate to ask American-Indian atudents to prove their ethnicity, Said Jahn N. Tsuchida, director of the the Office for Minority and Special Student Affairs at the University of Minnesata: "If you require only American Indians ta provide proof, that's discriminatory. Yau aren't going to challenge self-declaration by black or Hispanie students."

Officials at Arlzuna State, for in atance, want to be sure they can justify asking atudents to specify tribal affillation. Said George Cathcart, director of information services and a member of the committee on American-Indian status: "We need to determine what the purpose of gathering that informntion is. Is it solely to be exclusive? Is it to make sure we're serving primarily Arizona Indinns?"

Anthony Canchola-Flores, associate director of numissiums nt Brown University, does not think the issue is that complicated. Ho tald people attending lust year's meeting of the National Association of College Admission Counselors that they should ask for tribal affiliation. He said: "When n university puts down, 'Please list your tribal affiliation,' students know these people aren't kid-

Furthermore, said Duane Beyal, a spokesman for the president of the Navajo nation: "If colleges allow people to misrepresent themselves, it takes services away from ahould contact whatever tribe a persan claims to belong to."

Tribes' Standards Vary

The tribes maintain registries of their members and the percentage of Indian blood that each member has. Each tribe has a different standard for membership. For example, a person must be at least onefourth Navajo to be enrolled as a member of that tribe and to boeligible for special benefits, auch as scholarships. Other tribes may include as membera individuals who are one-sixteenth American Indi-

Mr. Beyal said: "We don't ace much of a problem because our enrollment records are clear. It's more of problem for the Eastern tribes." Oklahoma, for instance, is home to 34 tribes that are recog-



What They're Reading on College Campuses

Attack of the Decanged Mutant Killar Mai

3. Fried Green Tometoes at the Whistie Stop Cafe.

4. The Firm, by John Grisham

5. The Seven Habits of Highly Effective Pasple,

6. The Prince of Tides, by Pat Canroy

7. Yau Just Don't Understand, by Deborah Tannen

8. Heartbeat, by Danielle Stee 9. Backlash, by Susen Faludi

10, Iron John, by Robert Bly

nized by the federal government or that the student be a member the state. Each tribe has a different definition of who is a member. The Jerry C. Bread, director of to University of Oklahumu ilnes not ut the University of Olike ask its applicants for their tribul ofsuid that the question of "wh filiations, Rut, said Punt B. Hell. associate provust for undergrudu-American Indian" is import cause it relates to admission nte education and programs at the ulty hiring, and scholarships University of Oklahona, "We're must be able to set some put evulunting. Is it feasible to use the ters now for the beautit of sta und children in the future," Mr. Hrend, who is put Che

Parameters for the Future

Students who live outside the state but are members of federally recognized tribes that have their heulquarters in Oklahimia mily wnive non-resident fees. In addition, Mr. Beli said, the university may allow up to 8 per cent of the freshman class to he cumposed of people who have not met the formal admissions requirements. One criteria for ulternutive udmission is

tions, they have every net a member of their tribes at

and part Kiows.

"Right now, it's a morel's

would like to turn it into 2

issue," he said. "Indian per

have treaty rights with the

States government. That &

them unique. And as sovered

Cal. Court to Rule on Use of Student Fee to Back Groups Involved in Politics

The California Supreme Court has agreed to decide whether a student-government association can use mandatory student-activity fees to support campus organizaengage in political or ideological activities

The outcome of the case, which began in 1979, could affect the way In which thousands of dollars of student fees are spent at public colleges throughout California.

Former students are challenging the right of the Associated Students of the University of California to spend the mandatory onnual \$21-per-student fee on "ideological" activities, such as lobbying in the state Legislature on abortionrelated issues

The former studenta, who are represented by the Pacific Legal Foundation, any the practice viorights of free expression by making them an "unwilling aponsor of someone else" and it is a someone else" and it is a someone else "and it is a someone else" and it is a someone else "and it is a someone else "and it is a someone else and it is a

held the right of the student crnment to spend the feet wishes, so long as the sch finances are noa-partis serve an "educational" purp But lawyers for the forms, dents said a recent U.S. Spa

Court ruling, which proh California State Bar from the to rneys' dues for polit could strengthen their "We're looking for a blass that says if anything is us ideological campaigns or i campaigns, then ste be able to opt out" of pa) representing the students.

Mark Himelstein, a last

over, mer a untar, suo mit priction..."They're going to hurt fooded and college athletics. They're joing to take some thing they from a kid who may be less thankers. the student govern ferent from the case inve book to read when they were a bar association.

The National Collegiate samed 20 people to a special committee on gender equity.
The panel, created by Richard D. Schultz, the NCAA'S executive frector, will consider ways to incourage the NCAA and its members to provide equity to men's and tomen's sports. Phyllis L. Howlett. on Conference, and James J. Whalen, president of Ithaca College, will head the committee.

its members also include Judith

Also, Carla Hay, associat

molessor of history and faculty

Albino president of the ahletics director at Louisiana State Albeight of the NCAA's Student-Athlete Advisory Committee; Vivian L. Fuller, associate athletics rector at Indiana University of emerivenia: Milton A. Gordon. by a four-person committee. Baiversity at Pullerton; and Thomas C. Hansen, commissioner of the Pacific-10 Conference.

At a tense press conference last week, Mr. Schultz, now the executive directar af the National Collegiate Athletic Association, insisted that he had known nothing about the lnw- and no-interest loans to athathletics representative at Marquette University; Jeffrey H. lotes while he was nt Virginia from 1981 to 1987. But he admitted that he should have ley Group; Richard A. Rosenthal, abletica director at the University known about them. Three current or farmer Virginia sports officials told the university's Investigators that Mr. Schultz Motre Dame; Grant G. Teaff. feetball coach at Baylor University; Chris Voelz, director of was fully aware of the lonns made by the Virginia Student Aid Foundation, "I've

The number of scademically underpre-

nured athletes enrolling at colleges that

play big-time spurts held stendy this your,

but It continued to climb dramatically nt

Institutions in Division II. n National Col-

leginte Athletic Association study shows.

The study suggests that a 1990 rule bar-

ring Division I colleges from giving athletic

scholarshins to academically underquali-

fied students is continuing to divert people

The study also shows that the associa-

tion's academic rules continue to sideline

black athletes much more frequently than

The annual survey of the effects of the

from the big-time colleges.

Athletics

By DOUGLAS LEDERMAN

omen's athletics at the University of Minnesota-Twin Cities; Churlotte West, associate nthletics director at Southern Illinois University at adale; and Kay Yo somen's basketball conch at North

Carolina State University.
There are also fivo consultants: Rep. Tom Coleman, a Missouri Republicas; Jim Livengood, Rate University; Donna A. aplano, executive director of the Women's Sports Foundation; Judith M. Sweet, atbletics director at e University of California at San Diego and NCAA president; ond Ellen Vargyas, senior counsel of the National Women's Law Center.

The drive by the NCAA to nise academic standards for thices is "hurting the game" of fooball, the University of Minmi'a lend coach told a group of fans this

NCAA's academic standards for freshmen, Dennis Bricksoo, Minmi'n coach, and the Huntaville, Ala. to which 263 of 298 Division I colleges re sponded, revoaled that 707 of the 12,544 Quarterback Club that college freshman sthletes who enrolled at Division vesteroek Club that college Preidents were leading big-time feetall down a dongerous path by togsheniog academic standards. He was especially critical of a rule, adopted at the NCAA's annual I colleges last fall (or 5.6 per cent) had failed to meet the requirements. Those numbers are virtually identical to the results from 1990-91, when 708 of the 12,543 breing in January, that will raise to 2.5 from 2.0 the minimum highathletes who enrolled fell short of the standards. In 1989-90, 6.5 per cent of all Diviathou are minimum nigo-thou grade-point average that inchosa athletes must attain to play in their first year. "To me, that's unfair," said Mr. Bickans. sion I freshmen failed to qualify.

Scholarships Barred

The NCAA's standards for freshmencommonly known as Proposition 48-require incoming athletes to have attained at least a 2.0 grade-point average in 11 highschool core couraes and to score at least 700 on the Scholastic Aptitude Test (or 18 on the American College Testing's standardized test) to be eligible to compete in their first year. In 1990 the rule was modifled to bar Division I colleges from giving athletie scholarships to athletes who did

not qualify neademically. Division II did not adopt the scholarship restriction, so non-qualifying athletes can continue to receive financial aid in that division. NCAA officials cite that difference as the major reason why non-qualifying athletes are flocking to the division. In the NCAA's report on the 1990-91 academic year, 670 of 4,509 freshman athletes in Division 11 (or 14.9 per cent) were ruled ineligible under Proposition 48, up from 9.2 per cent in 1989-90.

In this year's NCAA study, the proportion of Division II athletes ruled incligible rose again, to 16.8 ner cent.

As in each year since Propostion 48 toak effect in 1986, black othletes dominated the roster of Division Lathletes who were ineligible under the academic rule this year.

But their number la falling. Fewer than 64 per cent of the ineligible Division Lathletes were black, down from more than 68

Four out of five Division I athletes who failed to qualify fell abort on the test-score

U. of Iowa Athletics Board Vows to Attain Equity for Its Female Athletes in 5 Years

Within five years, female atudents at the University of Iowa will participate in sports and receive athletic scholarships in proportion to their representation in the atudent body, the university's athletica ard voted last week.

Thirteen members of lowa's Board in Control of Athletica, which acts aports palicy, voted unanimously to support the sexequity proposal. Five members of the panei did aot attend the meeting.

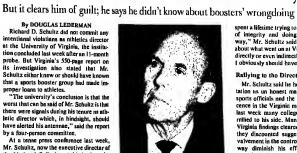
Women make up 51 per cent of all atudents at lowa, yot they currently make up 36 per cent of the athletes and receive 33 per cent of the athletic achalarships. The board insisted that it would not hurt men programs to gain equity for women, but did not say what it would do to achieve equity.

The athletic board's action came during its consideration of a Big Ten Conference proposal that would require all league members to achieve a male-female participation ratio of 60-40 within five years and a ratio proportional to the representation of men and women in the atudent body within 10 years. The lowa board endorsed the concept of the Big Ten proposal but voted to accelerate it. The conference will consider its proposal at meetings next month.

'An Overly Long Time to Wait'

"Wa believe that this is noselble within fiva years at this university," and Lola Lopes, the head of the athletic board's gender-equity committee and a professor Continued on Following Page





U. of Va. Probe Says Schultz, Now NCAA Chief,

Should Have Known of Illicit Loans to Players

Richard D. Schultz, NCAA's exacutive or evan indirectly reaponalble

Academic Standards Divert Athletes From Big-Time

to Division II: Blacks Most Affected, NCAA Finds

spent a lifetime trying to build a reputation of integrity and doing things the right way," Mr. Schultz said. "I feel vory bad about what went on at Virginia 1 don't feel directly or even indirectly responsible, but I obviously should have known."

Rallying to the Director's Side

Mr. Schultz said he hoped that his reputation us un honest man would convince sports officials and the public of his innocence in the Virginia matter. And indeed, last week many college-sports observers rnllied to his side. Many of them said the Virginia findings cleared Mr. Schultz, and they discounted suggestions that his invalvement in the controversy would in any way diminish his effectiveness as the NCAA's leader.

"I don't think Dick Schultz is a lesser person all of a sudden," said Andy Geiger, thictics director at the University of Maryland at College Park. "I've known him for a jong time, and I've never had any occasion to doubt his integrity. What he's accomplished within the NCAA is extremely worthwhile, and I hope he's allowed

Continued on Following Page

NCAA Director Is Cleared in Probe of Loans to U. of Virginia Athletes

Added the president of Woke Forest University, Thomas K. Hearn, Jr., a member of the NCAA's presidents' commission: "One's - tevel of supervision and oversight always leaves room for questions you might have asked, or things you didn't do, ur stones you did lenve onturned but should not huve. Dick Scholtz has made an enormnos difference in our move towards integrity in intercollegiste othletics, and I believe that integrity flows from him.

Some observers, however, suggested that the contraversy of Virpinin could besmirch Mr. Schultz. and the NCAA.

- Call for Outside Investigation

Critics of the association's enforcement noticies speculated that the NCAA's credibility as the policeman of college sports could be undercot by the fact that major vio-Intions had taken place under the nose of its corrent chief.

Others said the results of the Virginia investigation showed the fo-tility of the NCAA's intensifying emphasis on "institutional control," in which each college is to be held ultimately responsible for the con-

The Virginia controversy, these

ly, suggests that no college or indi-vidual—not even someone with Mr. Scholtz's credentials-can keep a major athletics program in line, given the financial and publicrelations incentives that drive bigtime sports. Besides Mr. Scholtz, for whom institutional control is a guiding principle, the chairman of the NCAA's infractions committee, D. Alan Willisms, is a Virginism: a The university's inquiry also unhistory professor who is the uni-

versity's foculty representative.

"Here's a school that's pretty small ondan AD who's very knowledpeable, very smart, and the corruption is so institutionalized, even he didn't know sbout it," said Murmy Sperber, ussociate professor of English and American Studies at Indinna University and author of College Sports Inc., a critique of big-time sports. "What hope is school is lorger and the AD is passive and dumb? That makes people like me pretty peasimistic about in-

titotional reform." To Rep. Tom McMillen, o Maryagainst the influence of big money in college sports, Mr. Schultz'a problems were symbolic. "It's almost comical," he said, "to think you can control the way people beve, given the incentivea. People will do anything they can to get ath-

DIET, NUTRITION AND CANCER

Proceedings of IV Annual Nutrition Workshop

held at Meharry Medical College, Nashville, TN

October 24-26, 1990, pp. 227,

Contents Include

Anticarcinogens in the Diet Lee W. Wattenberg, University of Minnesota Predominant Cancer Types in U.S. Ethnic Minoritles

Loic Le Marchand University of Hawatt

Dietary Risk Factors for Stomach and Colon Cancers Vivien W. Chen, Louisiana State University

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David M. Klurfeld, The Wister Institute

Minerals, Vitsmins and Cancer
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Dietary Fiber in Colon Cancer Prevention

Johanna Dwyer, Tufts University

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Retinolds in Epithelial Differentistion
Loigi M. DeLoca, NiH, Bethesda

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Gov R. Newell. M.D., Anderson Cancer Cente

logy of Breast Cancer In U.S. Ethnic Minorities

Overview of Diet, Nutrition and Cancer

having any knowledge of them. He told Virginia's investigators he same thing. But one former director of the student-old group, no associate athletics director, and a former consultant to Mr. Scholtz told the investigators that the NCAA director had known about the loans. When Mr. Schultz learned about the loons, these officials

to 41 athletes and graduate assist-

The VSAF made three additional

loans, worth over \$9,500, to stu-

At least some of the loans to ath-

letes and some of the loans to grad-

uate assistants seemed to violate

NCAA rules, the report suggested.

covered other possible breaches.

including possible violations of the

nort of the investigation said.

NCAA's financiol-aid rules, the re-

The university said last week

that Jim West, an associate athlet-

ics director who it said had ap-

proved some of the loons, had been

reassigned out of the athletics de-

partment and would resign in Octo-

two former directors of the stu-

dent-aid foundation, one of whom,

Ted Davenport, was reportedly

Although findings of violations

would be news ot any institution

like Virginia, which has never been

charged with an NCAA violation, in-

terest in this case is amplified by

Since allegations about the louns

to Virginia athletes first came out

last May, he has repentedly denied

the involvement of Mr. Scholtz.

planning to sue the university.

ber. Virginia also said it had fired

dents who were not nihietes.

Seemed to Violate Rules

the loans continued after he left. Virginia's report does not try to mediate that dispute. Instead, its statement on Mr. Scholtz's role times doring which, had he saked a few more queations or focused o bit more on the monner in which the VSAF was being run, he could have uncovered the loans by more aggreasive management. That he should have done so accms spparent in retrospect. Bot this in no event suggests that Mr. Schultz angaged in or was a party to intentional or willful misconduct "

The Virginia report capped

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istralia, New Zealand, SE Asia and the South Pacific now have a dedicated Higher Education weekly (abiold— AUSTRALIAN CAMPUS :

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letes, and even the executive direc-tor is not above the fallout." rough month for the NCAA. First it got hammered in a story this month in U.S. News and World Report, Virginia's investigation found which criticized the NCAA's investhat from 1980 to 1990, the studentaid foundation had made 75 loans tigative practices and its bloated structure. A few days later, at a snt coaches, for a total of \$37,582. heuring before a House subcon-

the panel's members, Repre-tive McMillen, published a le this month attacking the scan is now on a national tour, preing the book-and knockingle mittee, advacates for women's sports and members of the sobcommittee grilled Mr. Scholtz and

accused the association of short- the near foture.

With the additional fuel face week's news from Viginia scrutiny seems unlikely

-DOUGLAS LESS

more chance of succession

Rice classrooms then w

non-athletes if pleased in

of the [Texas] A&M [Uma ty] line with a football his

arms," sava a new report

versity's Faculty Counties

tee on Athletics, was ares

a February report by a us

wide panel that examine

The faculty report is into preliminary atatement of the

cil, which plans to issue all

Rice's Board of Trusteau

surveys other faculty men

which was created by Rice

for its integrity, its man

durds and graduation ats

pared with other colleges is

sion I-A. the NCAA's tople

the report idso said the sp

gram hod operated mills

coaches and other sports

stresses the "inescapable

high athletic performance

of admitting athletes who

be expected to do much me

go through the motions of the

Rice's comparatively high

tion rate, saying ather

steered away from comple

Last month Rice's trust

they sopported the spell

they risk failure.

The report questions is

between high acasta

dent, praised the sports pra

The report of the first

port with recomme

changing women's sports of

ATHLETICS NOTES ■ NAIA approves limits on sports scholarship

Faculty report is tough on Rice U. sports

The National Association of long-term health of the open Intercollegiate Athletics has limited, for the first time, the number of acholarahipa its colleges may give to athletes. As many as half of Ricks versity's athletes "han h

ng the recommendation uf the association's national coordinating committee-mode up of athletics directors, faculty athletics representatives, and other sports officials-the NAIA's couneil of presidents approved the limita this month. NAIA members had voted to adopt scholurship limits, in principle, ut their 1990 conven-

Unlike similar scholarship re-strictions in the National Colleginte Athletic Association, which were established to cot costs, the NAIA limits are designed mulinly to set differences between the association's two divisions. Only a hundfol of NAIA colleges exceed the scholarship limits set this month.

The MAIA has two divisions in just three sports: football and men's und women's baskethall. Under the limits on scholarships, which will take effect sometime ofter the 1993-94 academie vear, Division I football teams will offer up to 33 scholurships, and Division II agonds as miny its 12. In bijsketball, Division I colleges will offer 12 scholorships and Division II colleges will provide 3,

NAIA officials suid the process osed to adopt the limits-sports officials proposed changes and the presidents approved themshowed that the groop's new structure was working well.

Last year the association's memhers voted to make the enougil of presidents the NAIA's primary gov-"The presidents are not trying to

ruo the competition or micromanage at all." said Edward F. Steens, president of George Fox College and chair of the presidents' cooncil. "Oor charge, with the help of athletica administrators and other members, is to set the policies that will ultimately create the

the forefront of the gender-equity

movement in college athletics, and

hoped its action would persuade

showed that few colleges now provide athletic opportunities in pro-

U. of Iowa Athletics Board Yours to Atlanta Equity for Its Female Athletes in 5 Years Continued From Preceding Page portion to their male finish

ment, and of those that the years is an overly long time to wait,"

ment, and of those ment, and those m "It was critical to me, p the university had now moved to

take a lead on the gende of rhetoric and the be other colleges to follow auit. A Chroatele survey this month into compliance, I ship to the compliance of the compliance of the compliance. goal that most be

Dispatch

The new head of South Let all a seas of south Let's largest radical-stodent ameiston has called for yet other campaign of protent Tar Jar joon, a student at Scout Named University, was elected to had the organization, whose Keesa same is Chondachyop, nt a passetting and raffy of John Controlly in the city of Inchon. More than 3,000 students sed the event, which was avely monitored by helmeted riot poke. The students wore masks and

#1 press conference, Mr. Tae Court Korea's radical students sald beginnen anti-government anguign to push for a democratic more and for anification with

caried strel pipes as weapons. The

pace kept their distance, and there

One year ago, thousands of what dured violent protests in destreets almost daily during April

The United States in among 22 helfe Rim and Aslan countrie instead in a plan to Improve this among their higherscreen student mobility

The program is called the mity Mobility in Asin and the hele Scheme, and is known by The countries in the project incide Australia, Cannala, Mercia, New Zealand, the Phippines, Russin, Tholtend, the Bried States, and various Pacific ideal states, and various Pacific

lars in the red and had in shed mations, including Piji and Ricc's academic standards. The new report is much to For of the countries will take ad sext year in a pilot program to on Rice sports. While it si state exchanges of oniversity ly members and studeous. The ke of a trial program was

broved by the 22 UMAPS COUNTRIES SINGUING IN SCOUL, SOUTH KOVER, the month, The Scoul meeting was ction with a wider tage on cooperation among the education institutions in the

manittee was set op last year at BRAPS project should operate. treaty of the Australian Viceiber meeting in Bangkok then the basic structure of the regum was approved. He said the PLANUS PROGRAM in Europe, with was also established to ease main and faculty exchanges and universities in many

The aim of BRASMUS is to accourage up to the per cent of all this state of the per cent of all this state of the per cent of all this state of the per countries to the period their studies at an administration in a steement. tion in a different EC

wide, an astimated t_2 on university students are now thing outside their bome

International

Consortium of 45 American Colleges Signs Accords on Exchanges With 4 Former Soviet Republics

After turbulcut semester, new agreements reached with Belarus, Kazakhstan, Russia, and Ukraine

When Teresa Conningham decided last yenr to spend two semesters studying in the Soviet Union under an American Collegiote Consortium exchange program, she thought she had found an ideal way to pursue her interest in Central Asion culture.

But when Ms. Cunningham, s Kenyon College junior, arrived last fall to begin her studies in Alma-Ato, capitol of the Central Asinn republic of Kazakhstan, she quickly found heracif caught up in the chaos surrounding the collapse of the Soviet Union. Connections in what had been o centralized education system were soon abruptly cut, throwing everything into disnrray

In time, however, she managed to hook up with the right professors, and now her studies are guing well. "I was thrown inside the system, and I had to scratch and fight on my own," she said. "But I found ont a lot uhout myself."

'It's Been a Difficult Year'

Ms. Cunninglum's experience in part reflects the problems the American Colleginte Consortium has laid to overcome in the current academic year, in which the country that was its partner in student exchanges censed to be a political entity.

The consortium, a group of 45 colleges and universities, has conducted exchanges in the former Soviet republics since 1988,



Minister of Education, Shaisultan Shayakhmstov, sign student axchange accord.

with the agreements coming up for renewal every year. Once the original occord was struck, renewing it was not that much of a problem during the Soviet era. But this year, given the political and economic disarray, the process at times hos been trau-

"It'a been a difficult year," said Olin Robison, a former president of Middlebury Continued on Following Page

For Soviet Academic Emigrés, Finding Jobs in Israel Isn't Easy



Keenia Halimov, a formar faculty mamber at Moscow Medical School, unemployed in israet "I realize that, being a newcomer, I have to start amail."

onderstand that the move to o new country requires a lot of concessions.

Ksenia Holimov, until recently a faculty member at Moscow Medical School, has been making the rounds of Jerusalem's medical Isboratories. Her résumé la impressive. It boasts 44 poblications and a research background in cardiology and in sports medicine, o growing field here. But at age 59, time is against her. It is hard not to be working, she says, but she has reaigned herself to onemployment for the

'We Have to Live Modestly'

Dr. Halimov pins her job hopes on her husband, Mark Schick, a physiologist who hos published papers in journals in the United States, Japan, and Switzerland, and collaborated on research with colleagues in many countries. He remained in Russia to tend to his sick parents, but will come to Israel soon. Dr. Halimov says her band speaks English well and has been studying Hebrew.

"Friends here already are trying to arrange work for him," she says. "If he finda work, maybe he will be able to give me some help, 100.

"We have to live modestly," soys Dr. Hallmov, who shares a two-bedroom apartment with her daughter and son-inlaw and their two small children. "Bot I Continued on Following Page



For Soviet Academic Emigrés, Life in Israel Means Looking for Work

... T Continued From Preceding Page realize that, being a newcomer, I have to start small. I've gotten used to restricting myself."

Not everyone is so screne. Maria Moldavsky, 11 months in Israel, calls her prospects "hopeless."
"The situation in the Soviet Un-

won is so horrible that I can't suy that I'm sorry I came, but the situation here is horrible, tuo," she declares. "When I write to not friends in Russia, I tell them not to come. Ms. Moldovsky, who is in her

30's, taught English to Ph.D. con-

"The situation in the Soviet Union Is so

horrible that I can't say

that I'm sorry I came,

but the situation here

Is horrible, too."

didutes at the Rudio Engineering College of Moscow. She now works, when there is work, as a Russian-English interpreter and trunslator. Her average monthly income is about \$150. Her husbond, a musician, is unemployed. They live with their son, a second grader, in a timy apartment in one of Jerusalem's outlying and least desirable neighborhoods.

Usetess Languages

. She also cites her luck of fluency Hebrew as the main barrier to finding work. "The two innounces I know, English and Russinn, are

Continued From Preceding Page

College who helped organize the consortium and now heads its gov-

erning boord. "There's been even

Representatives of the consor-

tium were hare in Moscow this

month to complete and sign new

agreements with four former Sovi-

et republics that are now independ-

-tent nations: Belurus, Kazakhstan.

New States, New Agreements

The consortium is also working

The consortium's exchanges dif-

fer from many other such programs

lowed to go to eities other than

Moscow and St. Petersburg, and

are able to study a wide variety of

subjects, not just the Rusaian lan-

from the United Stotes have gone

about 200 miles northeast of Mos-

cow, and geography in the Siberian

In turn, students from the former

Soviet Union spend a year at the

consortium's member institutions,

which include not only small, pri-

vate colleges such as Middlebury,

Sarah Lawrence, and Swarthmore,

but also a few large state universi-

to study dramo in Yaroslavi, a city

city of Irkutsk.

This year for example, students

to renew its agreements with the newly independent Baltic states of

Estonia, Latvia, and Lithuania.

In that American students are al-

Russia and Ukraine

more uncertainty than normal."

other native English-speaking immigrants around, I can't go back to leaching English on the university level," she says. "Also, teacher methods and academic standards are very low in the Soviet Uniun, much lower than they are here." Most former Soviet academics

English, is not open to her in Israel.

With so many Americans und

who come here seek out the help of the Zionist Forum, an organization of immigrants from the former Soviet Union headed by the activist Noten (Anatoly) Scharansky. The group helps newcomers draft their résomés and translate them into Hebrew, and it advises them on how and where to Isok for wark in their fields.

"Giving advice is easy, but it duesn't help much," admits Daviil Bykovsky, formerly a plasma physicist at the All-Union Science Institute in St. Petersburg and now a member of the Zionist Farum staff. His job is to help scientists

'Cut Off From Contact'

Immigrant researchers, he says, face a scientific culture in Israel that is different from what they knew in the former Soviet Union.

"There, scientists worked as part of a large collective," says Mr. Bykovsky, "Here, scientists generally work more independently, whether in the universities or in industry. An immigrant scientist lucky enough to find work often finds himself cut off from contact with other scientists."

He says he urges immigrant seicalists to come up with a research largely useless here," she says.

Her former profession, tenching company. Mr. Bykovsky says that, work on independent projects and

Exchange Accords Reached With 4 Former Soviet Republics

gan.
"The possibilities are much rich-

er," said Raymond Benson, direc-

for of the consortium's programs.

At present, the exchanges are

open only to undergraduetes. But

under an expansion plan developed

by Mr. Robison, they will soon in-

Mr. Robison's counterparts in

the former Soviet republics are ea-

ser to keep onen their contacts

with U.S. colleges and universities

and to expand them. In some re-

publics, such as Kazakhstan, offi-

Standards and Contacts

ternational levels." said Shalaulton

Shayakhmetov, the Minister of Ed-

ucation in Kazakhstan, who came

This will help us greatly to pre-

volve faculty mambers, as well.



Gedesn Zeguskin, a professor in Azsrbaijan, is a job seeker in Israsi: "I decided I didn't belong there, that I have to go to a Jewish country."

using this approach, he has helped more than a dozen scientists find work in the past three months

In some cases, companies have offered the scientists research facilities but no salary, but even that. he points out, is a step forward. both professionally and psycholog-

Mr. Bykovsky has been a strong supporter of government and privale programs to set up "bruin

and that the exchange program is

ceived many positive responses to

the Salzburg Seminar. "This

means we're now going to move

We've put it on fine footing,"

ties, such as Alabama and Michi- think that the worst is behind them

eventually," he says.

ready for expansion.
Officials of the consortium report that they already have re- that number increases each month as more immigrants arrive.

their feelers about expanding the Shmucl Adler, director of the Center for Absorption in Seignee of the Ministry of Absorption, said Mr. Robison, who also heads which is among the agencies responsible for resettling immigrants, worries that all available positions have been filled and that

the institution has been abuttered.

During that time. Bir Zeit suc-

apartmeots, offices, and restau-

rants that fuoctioned as an under-

ground university. Before it was

shut down, Bir Zelt enrolled about

Off-Campus Classes

2,600 students

perform contract research for for-

eign companies "It pays for foreign companies to do their RAM here." he says. "The east is lower, and there is a large pool of trained scientists.

Mr. Zuguskin, who is 39, up would prefer work is intest While the immigrant academics return to teaching. "I'm at face serious hundles in finding work, Mr. Bykovsky remains optisomething of an inventor. says. "I've invented about mistic about their long-term prosvices in my field and always neets. "If a scientist really wants to ed to work in industry, had find work in his field, he'll tind it, Suviet Union a teacher s

Foars That the Jobs Are Gone

The actual statistics are contivacul. Mure than a third of the rescarchers and university faculty members who have arrived in Israel from the former Soviet Union over the past two and u half years have found jobs in their fields. Yet 2,800 are still looking for work, unil

lish—we didn't think of let English there. "But I don't complain." Mr. Zaguakin. "The only the do is to keep looking for we to learn the language. We're to have to make our or

Israel to Allow West Bank's Bir Zeit University to Reopen

cials find themselves having to build an education aystem simost After being closed under military from scratch. The problems are orders for more than four years, substantial, execerbated by a se-Bir Zeit University on the Israelivere shortage of resources. Many occupied West Bank will be aleducators in the former republics lowed to reopen, perhaps by the think exchanges with U.S. instiluend of this month.

tions can help ease the growing The Ministry of Defense in Israel sald last week that it would allow a "gradual reopening" of the institu-tion, which has been shut down "This program will help ut raise since January 8, 1988. our own education standards to in-

Bir Zeit, along with the five other universities and 17 two-year colleges to the West Bank and Gaza trip, was closed by the Israeli to Moscow to sign the exchange Ministry of Defeose soon after Palestinions in the occupied territories began their uprising against Israali pare our own specialists, and we rule in December 1987: All of the will do everything to widen coninstitutions had been allowed to re-Mr. Robison and others now

JARUSALEM racii authorities maintained was a of the university and told would be allowed to reopt center for anti-teraell activity. stages, provided it did not be The two campuses of the univer-

aity—the original one in the town of Bir Zeit and a new one on the road to Ramallah—have been off neering and science are limits to its administrative staff, to be the first to reopa could start as soon as April 2 faculty members, and students for The university's faculty the four years and four months that

13 of the 46 members of the tinian delegation that is meeting with Israeli repu tives in the U.S.-spon ceeded in establishing a system of talks on the Middle Ess. off-campus classes in private spokeswoman for that des Hanan Ashrawi, teaches literature at Bir Zeit.

Ms. Ashrawi told an Ass Press reporter that the reopening was overdue. Unfair and unjust to close dis open over the past two years with radio, Defense Minister Moshe unfair and un

future academic immigrar face an even worse job made The Ministry of Absorption

pecis as many as half a culting.

immigrants over the new years, I to 2 per cent of wheat

be researchers or academise

Salary Subsidies Will Runt.

The bottleneck may be

vided by the Ministry of Al-

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of employment run out The

work at the universities ag

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ment institutes have all or po

coold be laid off once thirs!

have to be paid by their ends

Gedeon Zaguskis a enta

Six months ago he was ago

sor of electrical technology

High Military Naval Colq

Baku, Azerbaijan, "I reals a want to leave, even though

my family emigrated to the U

he says. "Then I saw the la

and Armenians start killing

other. I hegan to ask why, to

who I am. I'm not an Azzi,

Armenian, nut a Russian les

I didn't belong there, that li

The main problem, again,

guage. He's working hard a

Helirew, but his English a

something for which his act

former teacher of English, d

"Every professor in fet

has to know English well

says. "But a professor in the

et Union didn't need to know

go in a Jewish country."

their salaries paid by the nis While the ministry hopes the

gain permanent er

by the numbers.

rily of those who havel.

natural sciences, social

worse when salary sal

and humanities.

EVEN before an official search committee was named, Lamors were flying in North Carolina that James G. Martin, who steps down as Governor next year, wants psucceed H. Keith H. Brodle, president of Duke University, whose resignation is effective in June 1993. Afters sabbatical, Mr. Brodie will return to the university as James B. Duke Professor of Psychintry and Law.) Mr. Martin, who was a professor of chemistry ut Davidson College before being elected to Congress in 1972. this month accepted the position of chairman of the escarch and development board that directs the James G. Cannon Research Center at the Carolina Medical

Aspokeswoman for Mr. Martin said he "is a Ph.D. in demistry and is interested in getting back into un education-reloted profession-something this position effers. And certainly the Duke presidency would, too."

Gerhard Casper gove this explanation for his selection as Stanford University's next president:

"The real reason I was chosen is that after eight residents' doing a poor job of pronouncing the Stanford motto, the Board of Trustees wanted finally somebody who could cope with it." The native of Humburg, Germany was referring to the inscription on the university mesident's seal: "Die Luft der Freiheit weht.

W. Clann Campbell, whose tenure as director of the HooverInstitution on War, Revolution, and Peace at Stanford was morked by frequent conflict, has been takes off the guest list for official social functions at the institution by his successor, John Ralslan. The netion followed complaints by Serge Trifkevic, a visiting scholar, who said Mr. Campbell had made "outragenusly insulting" remarks about Serbiuns. Mr. Trifknvic told The San Francisco Chronicle that he had tapes of Mr. Campbell saying, "It was too bad the Cronts killed Jews, uithey should have exterminated the Serbs so they would not have anything to do with them today." Mr. Campbell denied making the remarks and said. "What do I care if I'm not invited to dinners at Hoover for Cobachev and other political has-beens?

Last year Janet D. Greenwood resigned as president the University of Bridgeport after the trustees rejected maitial offer from a group sponsored by the Rev. Sun un Myung Moon's Unification Church. This month the histees agreed to become affiliated with the group—the rofessors World Peace Academy (The Chronicle, April D). Ms. Greenwood, who was one of three finalists for hepresidency of Youngstown State University before Lettle H. Gochran was named to that post in March, has sea named one of four finalists for the presidency of tochester Institute of Technology.

Henceforth the University of Idaho and Idaho State diversity will hold their commencements on different days. A mother complained to Governor Cecil D. Andrus hat she couldo't see her two children graduate this yeur. fince both iostitutions' ceremonies are on May In.

As part of many Earth Day celebrations last week, a Artfrom Chief Seattle to President Franklin Pierce was Rad However, much of the text credited to the chief, Moded in 1866, is the work of Ted Perry, now a member of the faculty of theater arts at Middlebury College, who Mole it as part of a script for a television film on pollution. Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS





Carole Whitcomb Foundation for Independen Higher Education







Pennsylvnnia State University

- New college end university chief executives: Emory and Henry College, Thomas R. Morris: Gonnon University, Msgr. David A. Rubino; Indiana Stote University, John W. Moore.
- Other new chief executives: Association for Supervision and Curriculum Development. Gene R. Carter; Colonial Williamsburg Foundation, Robert C. Wilburn; Foundation of Independent Higher Education, Carole Whitcomb; Southeostern Universities Research Association, Dennis W. Barnes.

Appointments. Resignations

Ahmad T, Abdelal, acting associate doan of the college of arts and sciences al Coorsio State U., to doan of the college of Cowdef, Babbop, usiversity librarian at U. of Hillhook at Urbane-Champaian, to univer-sity librarian at Northwesters U. W. Joseph Booshittes, deas of sudent de-velopment at Adbury College, to wice-president.

velociment al Asbury College, to veter meriderin, superiorismo of politoceph-te incolory at U. of Notes Demot, to direc-tor of the Jensil statistical Ribotics Col-lege, effective in Jesus College, American Ribertage as Harvard U., to deas for undergraduate college and U., to deas for undergraduate college and U., to deas the effective at Tennesson Techno-lisma Ribertage, statistical vice-president for studiest services at Tennesson Techno-tical and College (College and College a

effective July L.

Bell Carter, former associate director of
major sifts at Cornell U., to vice-presideal for development and external effairs
of Welts College.
Chadene Hunta Cele, former assistant
dean for student life at Arizona Shote U.,
to associate vice-president and dean of
stadents at St. Mary's College of Maryland.

Judith S. Conds, professor of Spanish and choir of foreign languages at Asbury Col-legs, to vice-president for seademic af-fairs.

fairs.

Donald W. Crawford, Jean of the collage of loilers and science at U. of Wisconsin of Modition, to vice-chalaction for academic affairs at U. of Chilfornia at Santa Barba-

affairs at U. of Latterrais a James Joseph Liberty, K. Burds, president and delifer describes officer of Sachrish Corporation and Control of Latterrais and Control Sales U. of Latterrais Control of Latterrais and Control Sales U. of Latterrais Control of Latterrais and Control Sales U. of Latterrais Control of Latterrais and Latterrais Control Sales U. of Latterrais Control of

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Drake U.

Bary A. Gralske, vice-president for issilius
liped advancement at Valpataiso U., to
vice-president for issilius
vice-president for incommunity
Autona W. Mearsten, director of corporate
and flueduling in Community
Poundallos, it director of foundation and director of foundation and community
Foundation, it director of foundation and community
and the community of the community
and the community
a

corpornie relations at Swarthmore Col-Page.

Health Allem Commendated Institution-related the Institution of West Ver-sions, and and the School of Auritary and health and human services.

Audith Heapts, associate comproller at Phillips Academy (Andovar, Mesa.i, to Maryland, to professor said effector of Maryland, to professor and director of Maryland, to professor and director of the school of mersion at the school of mersion at the State U. effective July 1.



cellor.
Ann R. Jehnston, ussociate director of the na aual fund at U. of Notre Damc, to director of annual support programs at Colorado School of Miacs.
Bata L. Relha, director of career placement of the school of the school of Career placement of the school of the sc

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